

E R S C

# Staff Statistical Profile



**EMPLOYEE & RETIREE SERVICE CENTER**  
7361 Calhoun Place, Suite 190  
Rockville, MD 20855

<http://www.montgomeryschoolsmd.org/departments/ersc/>

### ***Sections of the Staff Statistical Profile***

- Montgomery County Public Schools Personnel
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant School Administrators
- Montgomery County Business and Operations Administrators (MCBOA)
- 12-Month Montgomery County Education Association Personnel (MCEA)—Other Professionals
- 10-Month Montgomery County Education Association Personnel (MCEA)—New Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Counselors
- 10 and 12-Month SEIU Local 500 Personnel

**Montgomery County Public Schools Personnel:**

MCPS Workforce Demographic Profile

MCPS Workforce Residence Profile

MCPS Turnover

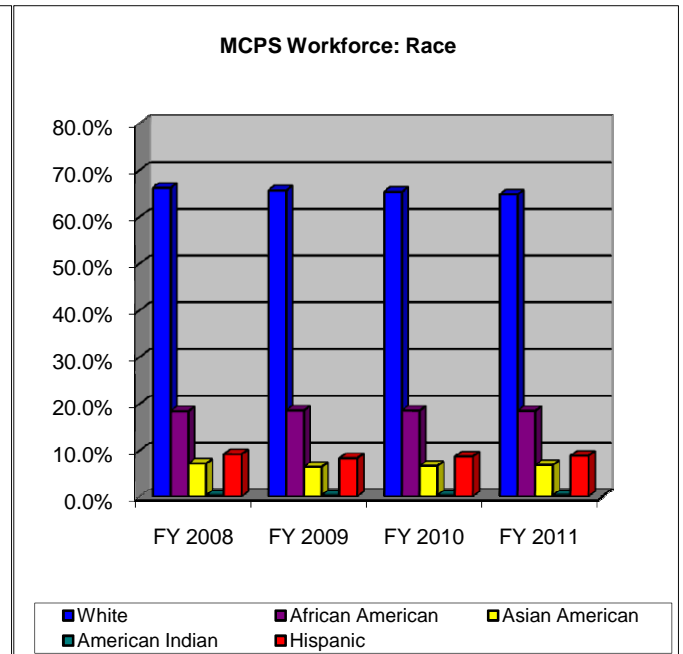
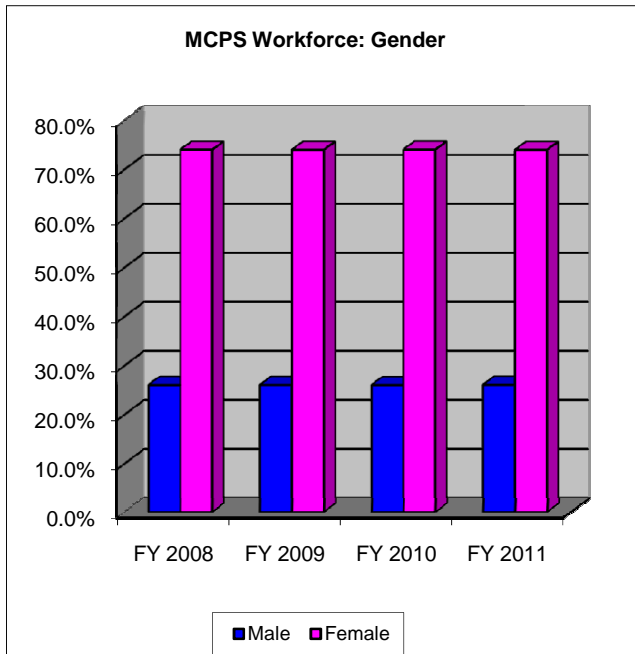
MCPS Fact Sheet

# MCPS Workforce: Demographic Profile

	FY 2008		FY 2009		FY 2010		FY 2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	5,755	26.0%	5,731	26.0%	5,779	26.0%	5,748	26.1%
Female	16,367	74.0%	16,283	74.0%	16,450	74.0%	16,311	73.9%
<b>TOTAL</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>	<b>22,059</b>	<b>100.0%</b>
<b>RACE</b>								
White	14,649	66.2%	14,457	65.7%	14,535	65.4%	14,297	64.8%
African American	4,114	18.6%	4,087	18.6%	4,111	18.5%	4,067	18.4%
Asian American	1,443	6.5%	1,481	6.7%	1,537	6.9%	1,595	7.2%
American Indian	67	0.3%	67	0.3%	69	0.3%	63	0.3%
Hispanic	1,849	8.4%	1,922	8.7%	1,977	8.9%	2,037	9.2%
<b>TOTAL</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>	<b>22,059</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20	12	0.1%	10	0.1%	2	0.0%	2	0.0%
20 - 29 years	3,263	14.8%	3,043	13.8%	2,925	13.2%	2,737	12.4%
30 - 39 years	4,566	20.6%	4,561	20.7%	4,604	20.7%	4,530	20.5%
40 - 49 years	5,569	25.2%	5,448	24.7%	5,496	24.7%	5,540	25.1%
50 - 59 years	6,418	29.0%	6,489	29.5%	6,461	29.1%	6,362	28.8%
60+ years	2,294	10.4%	2,463	11.2%	2,741	12.3%	2,888	13.1%
<b>TOTAL</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>	<b>22,059</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



# MCPS Workforce: Residence Profile

County	FY 2011									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>Montgomery</b>	<b>451</b>	<b>63.6%</b>	<b>49</b>	<b>50.5%</b>	<b>7,462</b>	<b>80.0%</b>	<b>8,131</b>	<b>68.2%</b>	<b>16,093</b>	<b>73.0%</b>
Frederick	55	7.8%	24	24.7%	703	7.5%	1125	9.4%	1907	8.6%
Prince George's	64	9.0%	4	4.1%	490	5.3%	595	5.0%	1153	5.2%
Howard	46	6.5%	7	7.2%	142	1.5%	780	6.5%	975	4.4%
Carroll	10	1.4%	5	5.2%	103	1.1%	165	1.4%	283	1.3%
Anne Arundel	8	1.1%	0	0.0%	48	0.5%	188	1.6%	244	1.1%
Baltimore	14	2.0%	0	0.0%	39	0.4%	114	1.0%	167	0.8%
Washington	6	0.8%	1	0.1%	101	1.1%	48	0.4%	156	0.7%
Baltimore City	2	0.3%	0	0.0%	11	0.1%	61	0.5%	74	0.3%
Calvert	1	0.1%	1	0.1%	11	0.1%	17	0.1%	30	0.1%
Charles	2	0.3%	0	0.0%	8	0.1%	9	0.1%	19	0.1%
Harford	0	0.0%	0	0.0%	0	0.0%	6	0.1%	6	0.0%
Queen Anne's	0	0.0%	0	0.0%	3	0.0%	5	0.0%	8	0.0%
Allegany	0	0.0%	0	0.0%	0	0.0%	2	0.0%	2	0.0%
Dorchester	0	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%
Talbot	1	0.1%	0	0.0%	1	0.0%	1	0.0%	3	0.0%
Worcester	1	0.1%	0	0.0%	1	0.0%	0	0.0%	2	0.0%
Wilcomico	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<i>Subtotal Maryland</i>	661	93.2%	91	93.8%	9,125	97.8%	11,249	94.3%	21,126	95.8%
District of Columbia	19	2.7%	0	0.0%	53	0.6%	361	3.0%	433	2.0%
Pennsylvania	0	0.0%	0	0.0%	23	0.2%	21	0.2%	44	0.2%
Virginia	23	3.2%	2	2.1%	40	0.4%	243	2.0%	308	1.4%
West Virginia	4	0.6%	4	4.1%	82	0.9%	45	0.4%	135	0.6%
Other States*	2	0.3%	0	0.0%	3	0.0%	8	0.1%	13	0.1%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>	<b>9,326</b>	<b>100.0%</b>	<b>11,927</b>	<b>100.0%</b>	<b>22,059</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

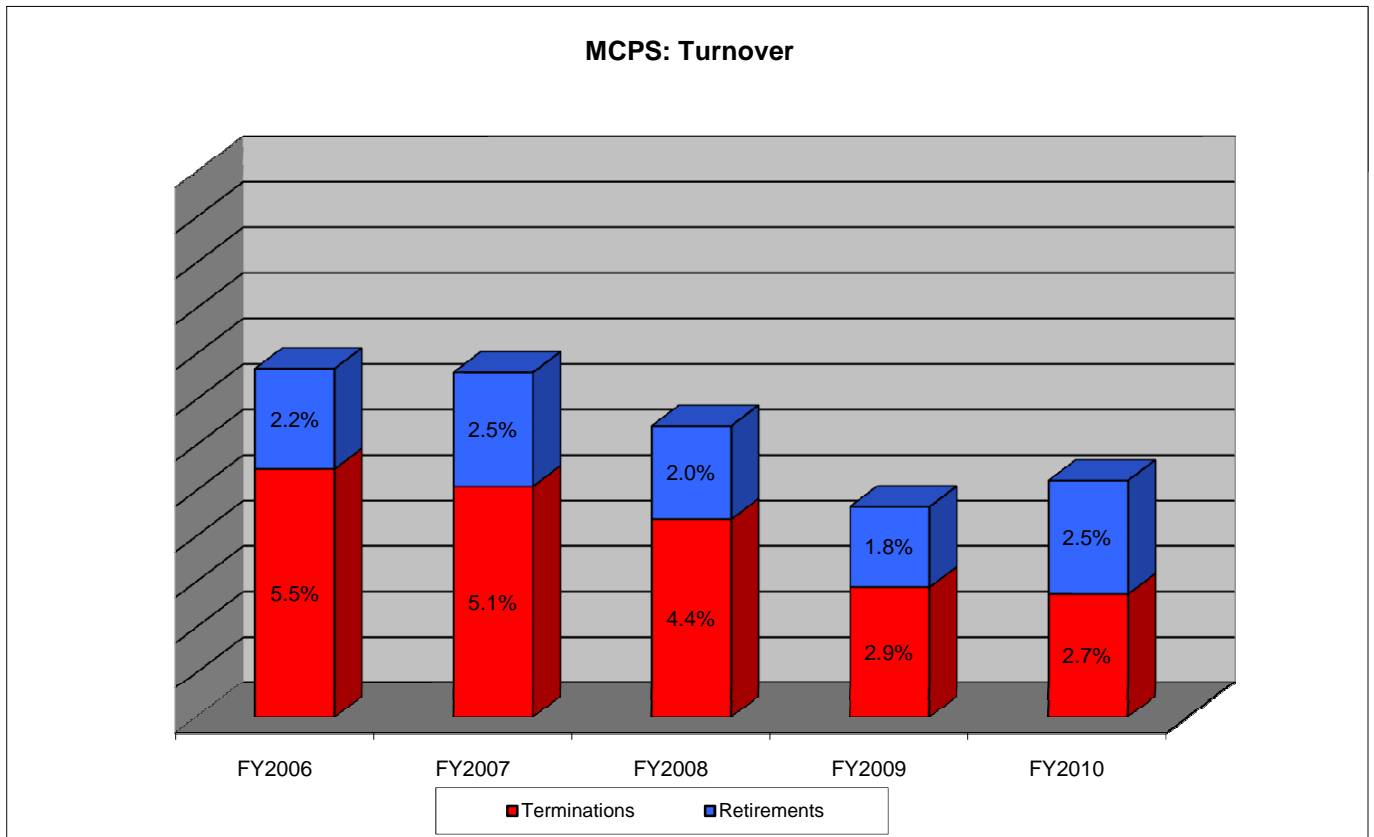
\* Employees living in 'Other States' include new employees who haven't completed a change of address.

Fiscal Year	Montgomery County Residence Profile									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>FY 2011</b>	451	63.7%	49	50.5%	7458	80.0%	8128	68.2%	16,086	73.0%
<b>FY2010</b>	464	64.4%	51	53.7%	7,458	80.0%	8,255	68.5%	16,228	73.0%
<b>FY2009</b>	466	64.4%	49	53.8%	7,358	79.3%	8,210	68.9%	16,083	73.1%

## MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2010	22,633	619	2.7%	564	2.5%	1,183	5.2%
FY2009	22,527	651	2.9%	398	1.8%	1,049	4.7%
FY2008	22,647	992	4.4%	464	2.0%	1,456	6.4%
FY2007	22,434	1,160	5.1%	555	2.5%	1,715	7.6%
FY2006	21,870	1,199	5.5%	482	2.2%	1,681	7.7%

\* Total number of employees is based upon a snapshot taken in the fall of each fiscal year.



# FY 2011 MCPS Fact Sheet

(as of 10/15/2010)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/ head count)	Average FTE (salaries/ filled FTE)*
Executive Staff	19	19	\$170,419	<b>\$170,419</b>
Administrative & Supervisory (MCAAP)	690	690	\$124,930	<b>\$124,930</b>
Supervisor (MCBOA)	97	97	\$92,487	<b>\$92,487</b>
Teachers & Other Professional (MCEA)	11,933	11,533	\$106,851	<b>\$107,565</b>
Other Professionals (12-Month MCEA)	377	368		
Teachers (10-Month MCEA)	11,556	11,165		
Support Staff (SEIU)	9,330	7,889	\$36,721	<b>\$43,432</b>
<b>GRAND TOTAL</b>	<b>22,069</b>	<b>20,228</b>		

1. FTE of filled positions is less than head count of employees when scheduled FTE is less than 1.0.

2. No. of Filled Positions (FTE) includes employees in non-budgeted grants.

**\*Use this column to respond to average salary inquiries/surveys.**

**Official 9-30-2010 Student Enrollment = 144,046**

**Montgomery County Association of Administrators and Principals (MCAAP):**

Demographic Profile  
Degree  
Years of Experience in MCPS  
Total Years of Experience  
Turnover  
Salary Schedule Placement  
Initial Appointment to Administrative Positions  
Retirement Eligibility  
School Based Retirement Eligibility  
Non-school Based Retirement Eligibility  
Retirement Eligibility by Level

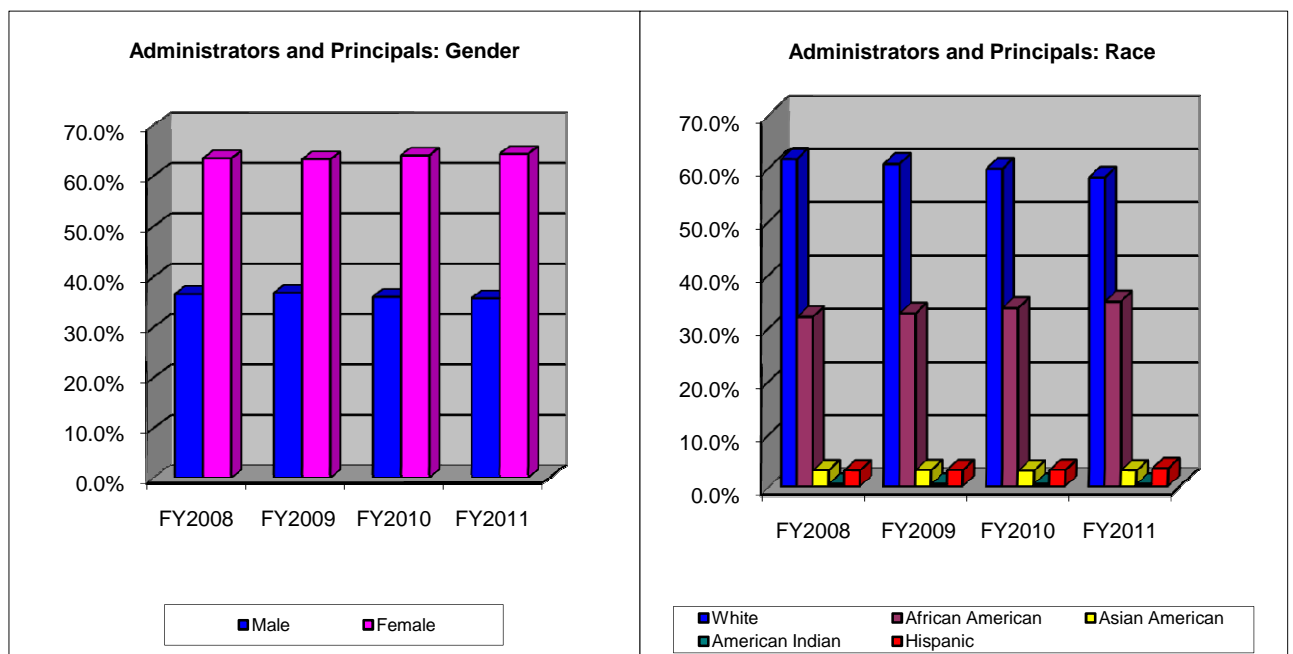
# Administrators and Principals: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	270	36.5%	266	36.7%	259	36.0%	253	35.7%
Female	469	63.5%	458	63.3%	461	64.0%	456	64.3%
<b>TOTAL</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>
<b>RACE</b>								
White	455	61.6%	439	60.6%	430	59.7%	412	58.1%
African American	236	31.9%	236	32.6%	242	33.6%	247	34.8%
Asian American	23	3.1%	23	3.2%	22	3.1%	22	3.1%
American Indian	3	0.4%	3	0.4%	3	0.4%	3	0.4%
Hispanic	22	3.1%	23	3.2%	23	3.2%	25	3.5%
<b>TOTAL</b>	<b>739</b>	<b>100.1%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	10	1.4%	6	0.8%	4	0.6%	11	1.6%
30 - 39 years	200	27.1%	198	27.3%	188	26.1%	198	27.9%
40 - 49 years	179	24.2%	179	24.7%	193	26.8%	192	27.1%
50 - 59 years	273	36.9%	257	35.5%	236	32.8%	223	31.5%
60+ years	77	10.4%	84	11.6%	99	13.8%	85	12.0%
<b>TOTAL</b>	<b>739</b>	<b>100.1%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

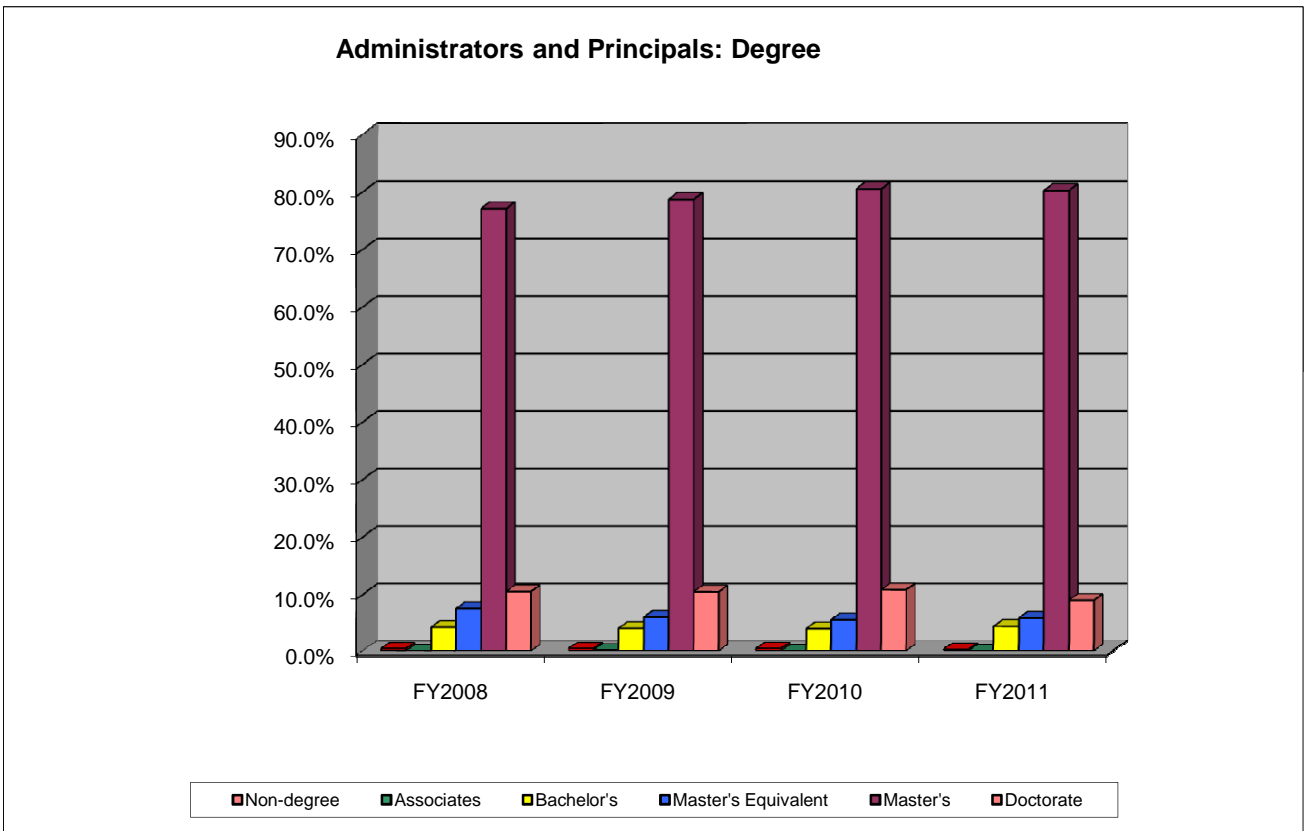
3. The 'Administrators' category includes school based and non-school based administrative personnel.



## Administrators and Principals: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>DEGREE</u></b>								
Non-degree	3	0.4%	3	0.4%	3	0.4%	2	0.3%
Associates	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Bachelor's	32	4.3%	30	4.1%	29	4.1%	32	4.5%
Master's Equivalent	56	7.6%	44	6.1%	40	5.6%	42	5.9%
Master's	570	77.1%	570	78.7%	571	80.5%	569	80.3%
Doctorate	78	10.6%	76	10.5%	77	10.9%	64	9.0%
<b>TOTAL</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>101.6%</b>	<b>709</b>	<b>100.0%</b>

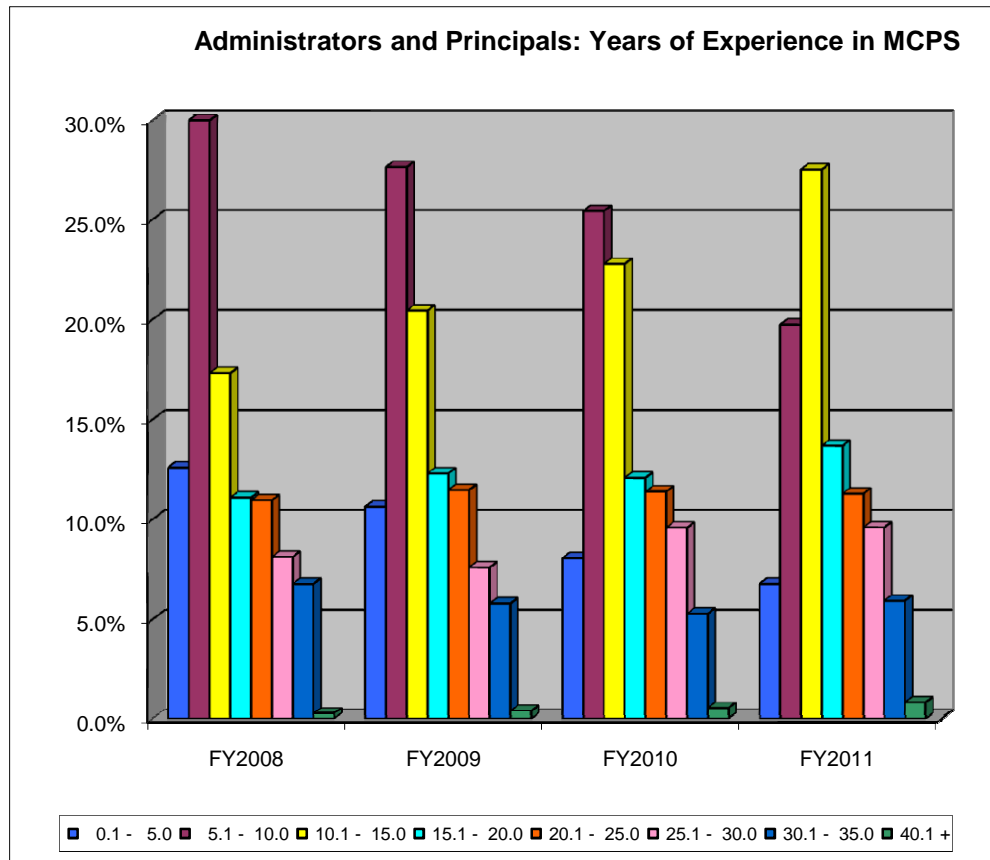
1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



## Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	93	12.6%	77	10.6%	58	8.1%	48	6.8%
5.1 - 10.0	226	30.6%	200	27.6%	183	25.4%	140	19.7%
10.1 - 15.0	128	17.3%	148	20.4%	164	22.8%	195	27.5%
15.1 - 20.0	82	11.1%	89	12.3%	87	12.1%	97	13.7%
20.1 - 25.0	81	11.0%	83	11.5%	82	11.4%	80	11.3%
25.1 - 30.0	60	8.1%	55	7.6%	69	9.6%	68	9.6%
30.1 - 35.0	50	6.8%	42	5.8%	38	5.3%	42	5.9%
35.1 - 40.0	17	2.3%	27	3.7%	35	4.9%	33	4.7%
40.1 +	2	0.3%	3	0.4%	4	0.6%	6	0.8%
<b>TOTAL</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>

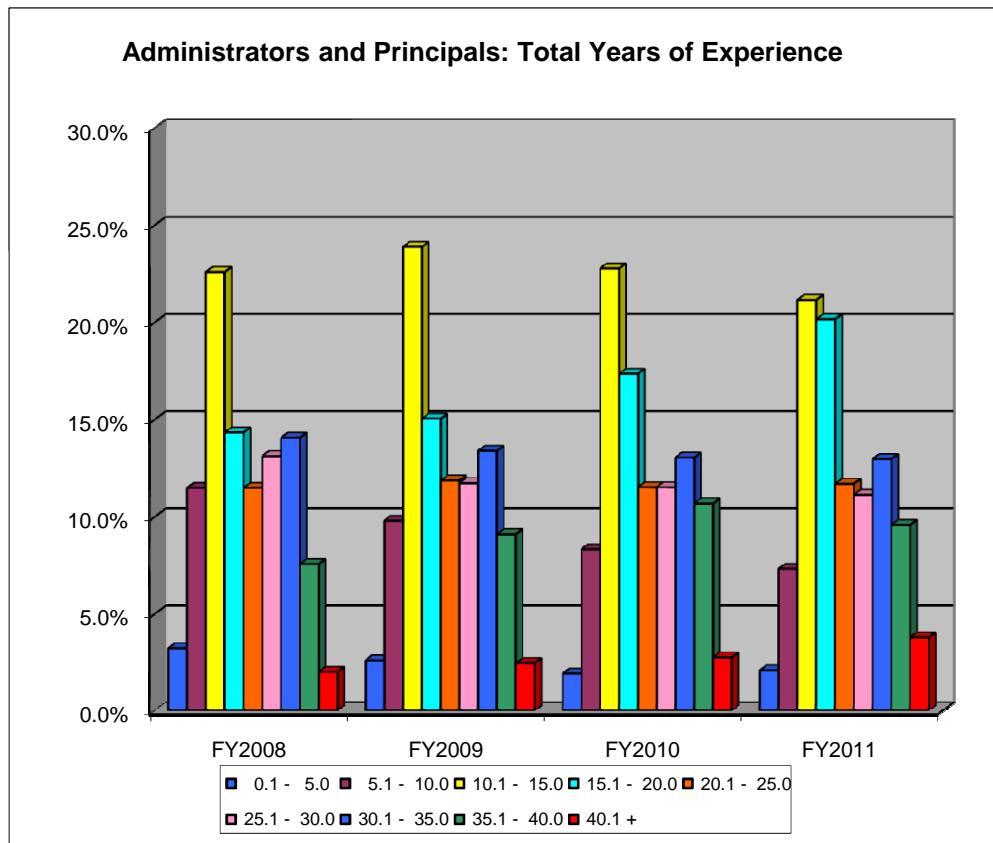
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



## Administrators and Principals: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	24	3.2%	19	2.6%	14	1.9%	15	2.1%
5.1 - 10.0	85	11.5%	71	9.8%	60	8.3%	52	7.3%
10.1 - 15.0	167	22.6%	173	23.9%	164	22.8%	150	21.2%
15.1 - 20.0	106	14.3%	109	15.1%	125	17.4%	143	20.2%
20.1 - 25.0	85	11.5%	86	11.9%	83	11.5%	83	11.7%
25.1 - 30.0	97	13.1%	85	11.7%	83	11.5%	79	11.1%
30.1 - 35.0	104	14.1%	97	13.4%	94	13.1%	92	13.0%
35.1 - 40.0	56	7.6%	66	9.1%	77	10.7%	68	9.6%
40.1 +	15	2.0%	18	2.5%	20	2.8%	27	3.8%
<b>TOTAL</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency.  
Distinct years of experience for either teaching or administrative positions are not available.

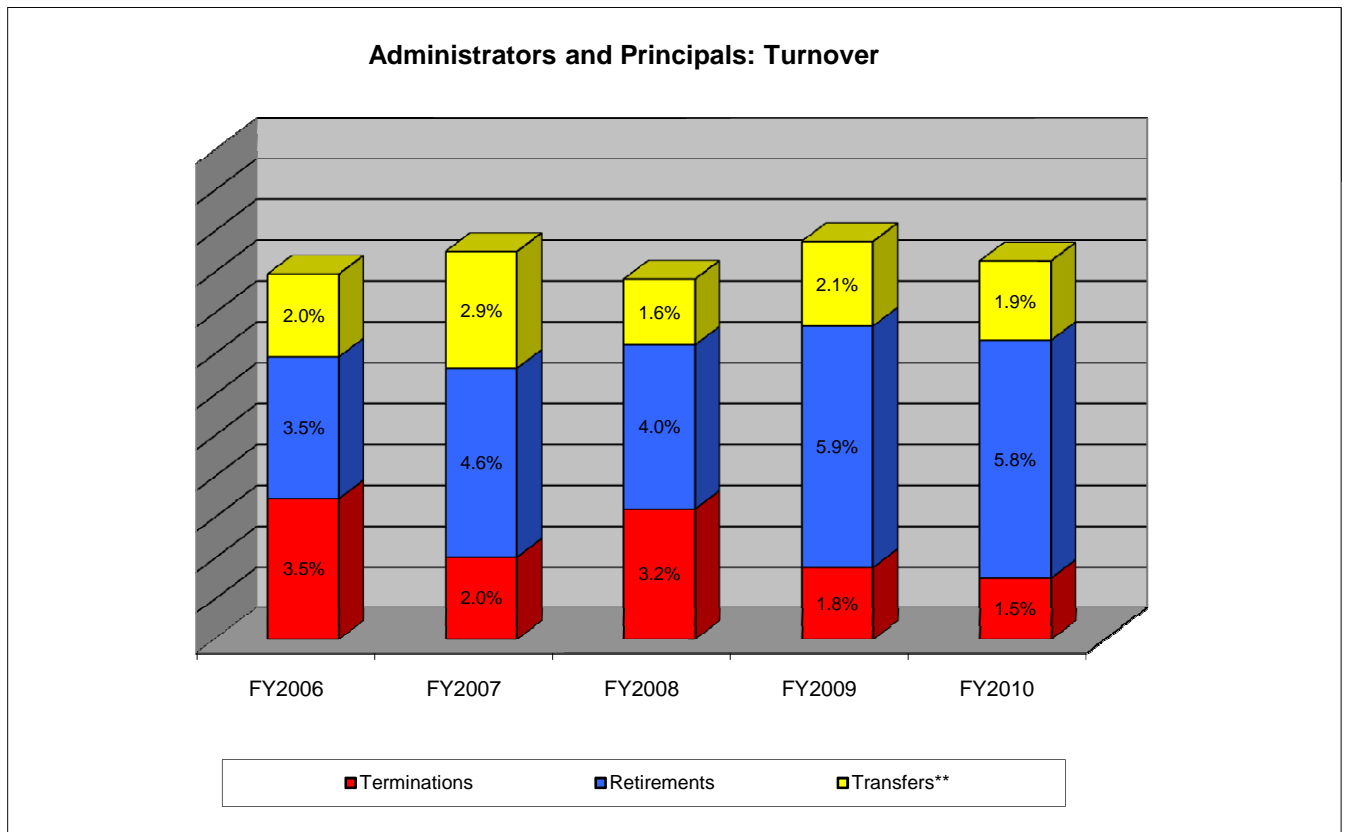


# Administrators and Principals: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	722	11	1.5%	42	5.8%	14	1.9%	67	9.3%
FY2009	728	13	1.8%	43	5.9%	15	2.1%	71	9.8%
FY2008	747	24	3.2%	30	4.0%	12	1.6%	66	8.8%
FY2007	736	15	2.0%	34	4.6%	21	2.9%	70	9.5%
FY2006	692	24	3.5%	24	3.5%	14	2.0%	62	9.0%

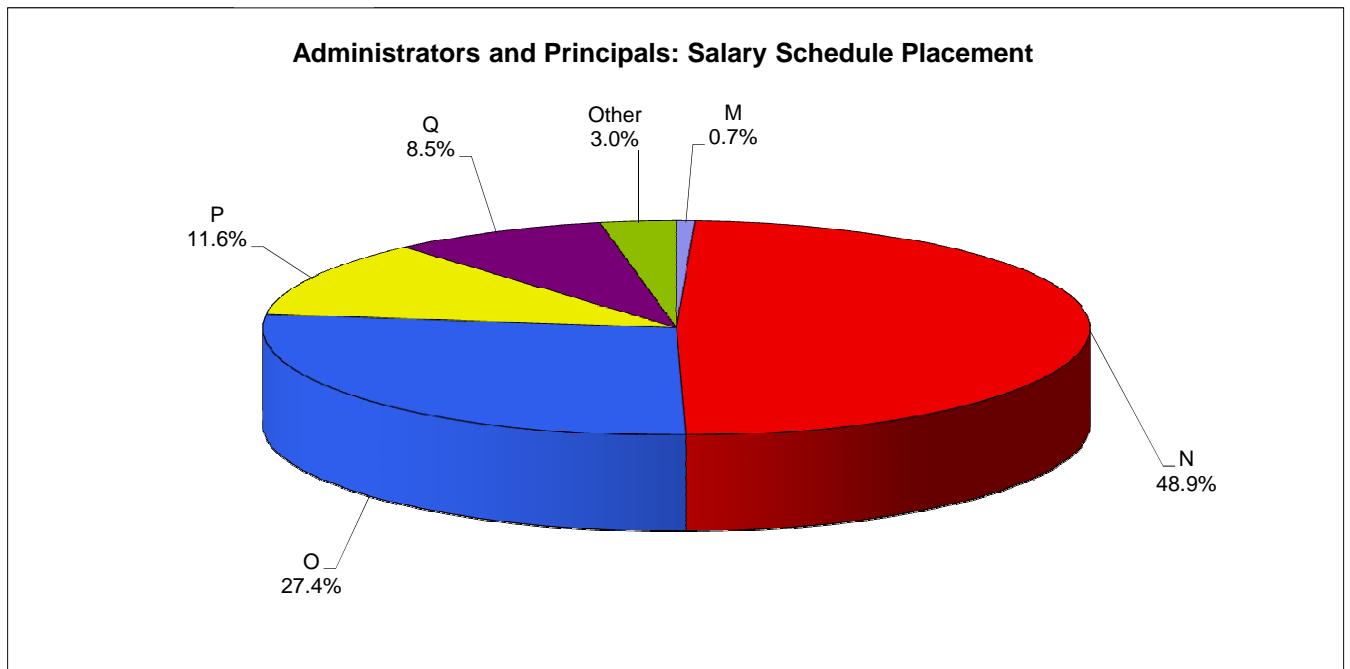
\* Total number of administrators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Transfer is defined to be an administrator no longer in an administrative position.



## Administrators and Principals: Salary Schedule Placement

Step	FY2011							
	M	N	O	P	Q	Other	Total	%
1	0	30	2	1	0		33	4.7%
2	0	13	0	1	0		14	2.0%
3	0	27	2	3	0		32	4.5%
4	0	29	2	1	0		32	4.5%
5	1	28	11	5	1		46	6.5%
6	0	16	10	4	0		30	4.2%
7	0	20	23	9	7		59	8.3%
8	1	15	9	6	2		33	4.7%
9	0	22	11	52	50		135	19.0%
10	3	147	124				274	38.6%
Executive						21	21	3.0%
<b>Total</b>	5	347	194	82	60	21	709	100.0%
<b>% of Schedule</b>	0.7%	48.9%	27.4%	11.6%	8.5%	3.0%		

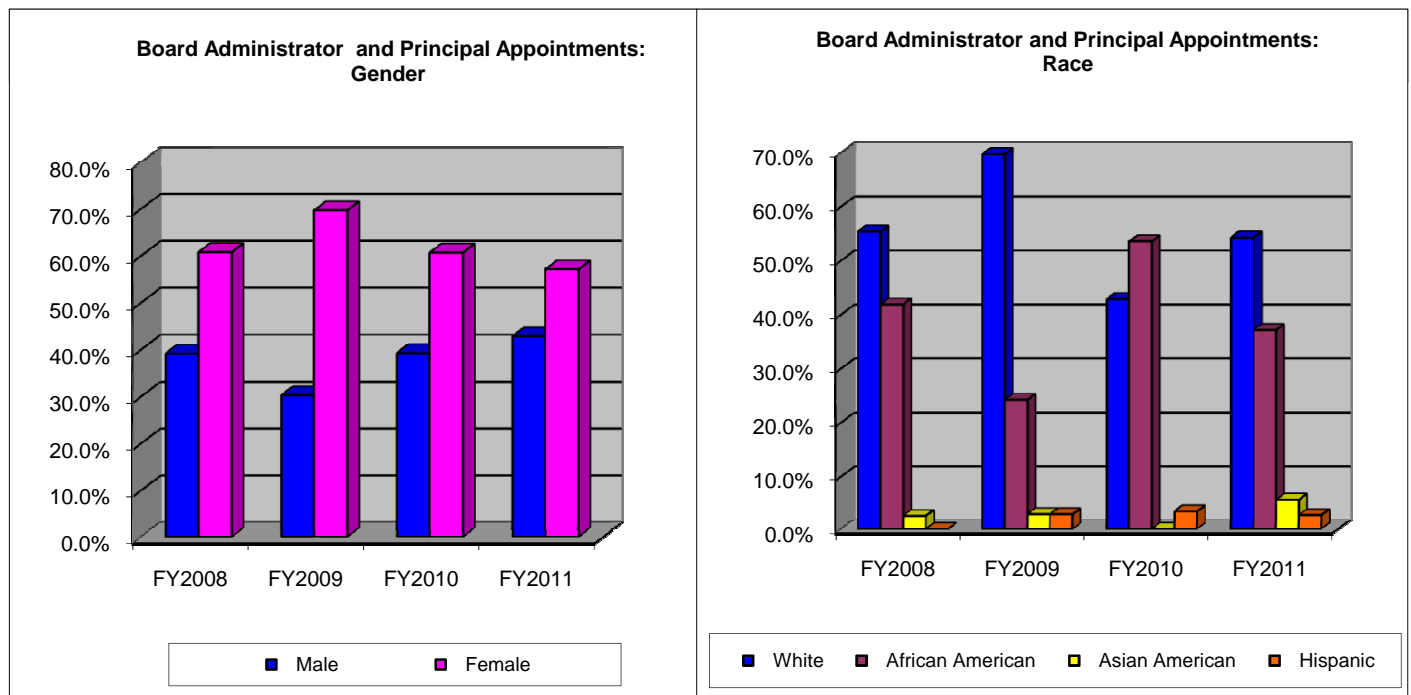


# Administrators and Principals: Initial Appointments to Administrative Positions

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>BOARD APPOINTMENTS</b>								
External Candidates	9	12.2%	2	6.1%	2	7.1%	3	8.6%
Internal Candidates	65	87.8%	31	93.9%	26	92.9%	32	91.4%
<b>TOTAL</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>
<b>GENDER</b>								
Male	29	39.2%	10	30.3%	11	39.3%	15	42.9%
Female	45	60.8%	23	69.7%	17	60.7%	20	57.1%
<b>TOTAL</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>
<b>RACE</b>								
White	41	55.4%	23	69.7%	12	42.9%	19	54.3%
African American	31	41.9%	8	24.2%	15	53.6%	13	37.1%
Asian American	2	2.7%	1	3.0%	0	0.0%	2	5.7%
Hispanic	0	0.0%	1	3.0%	1	3.6%	1	2.9%
<b>TOTAL</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

2. Data reflects employees who were hired or promoted into an A&S position for the first time.



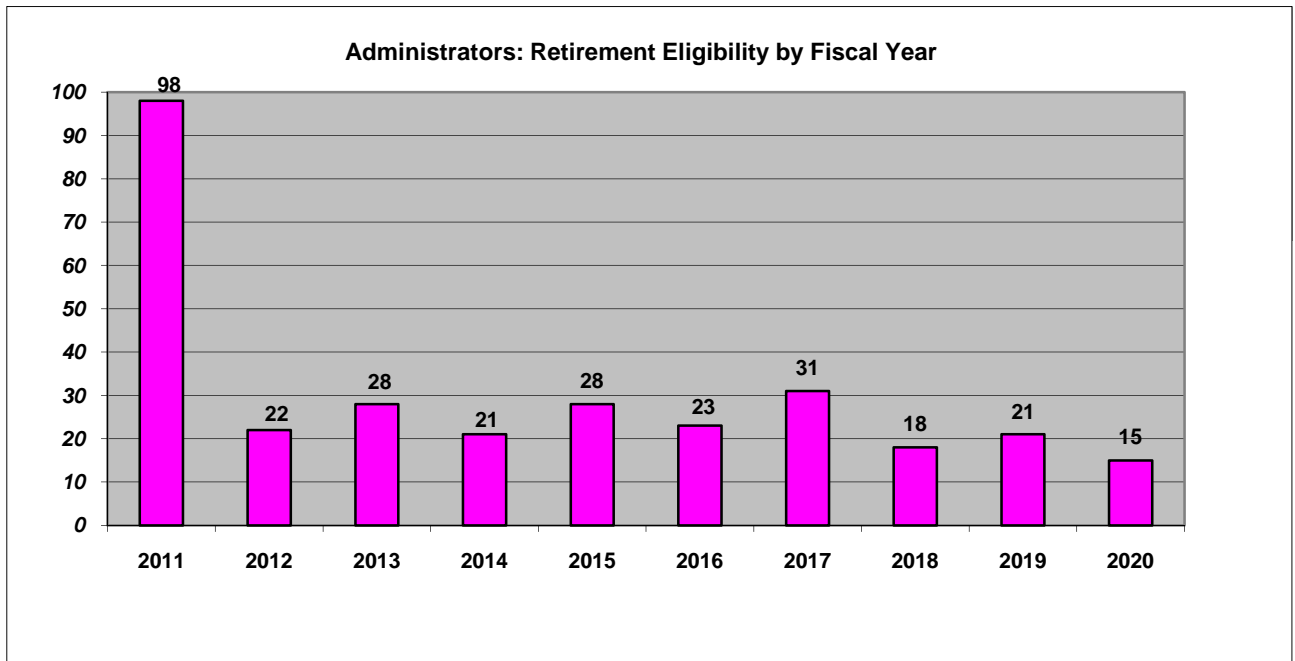
# Administrators: Retirement Eligibility

Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2011	98	13.8%
2012	22	3.1%
2013	28	3.9%
2014	21	3.0%
2015	28	3.9%
2016	23	3.2%
2017	31	4.4%
2018	18	2.5%
2019	21	3.0%
2020	15	2.1%
<b>Eligible within 10 years</b>	<b>305</b>	<b>43.0%</b>
<b>Total Administrators</b>	<b>710</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



## Administrators - School-Based: Retirement Eligibility

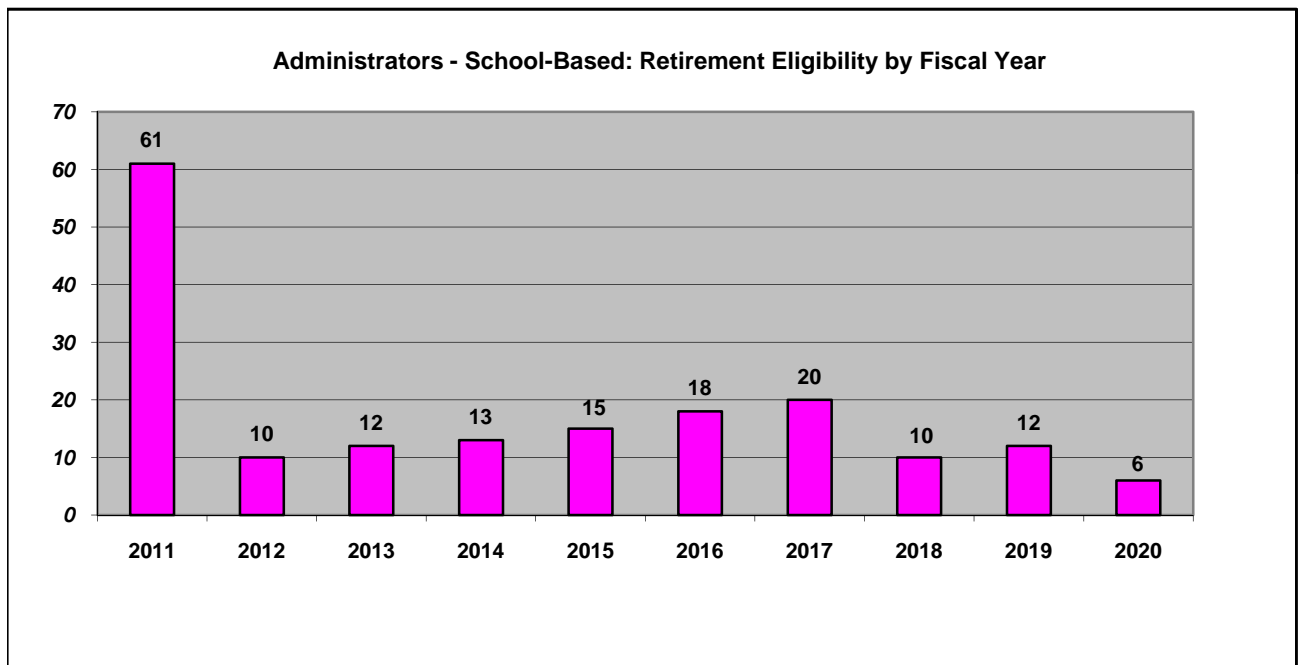
Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2011	61	12.3%
2012	10	2.0%
2013	12	2.4%
2014	13	2.6%
2015	15	3.0%
2016	18	3.6%
2017	20	4.0%
2018	10	2.0%
2019	12	2.4%
2020	6	1.2%
<b>Eligible within 10 years</b>	<b>177</b>	<b>35.8%</b>
<b>Total School-Based Administrators</b>	<b>495</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.

4. School-Based Administrators include Principals, Assistant Principals, and Assistant School Administrators.



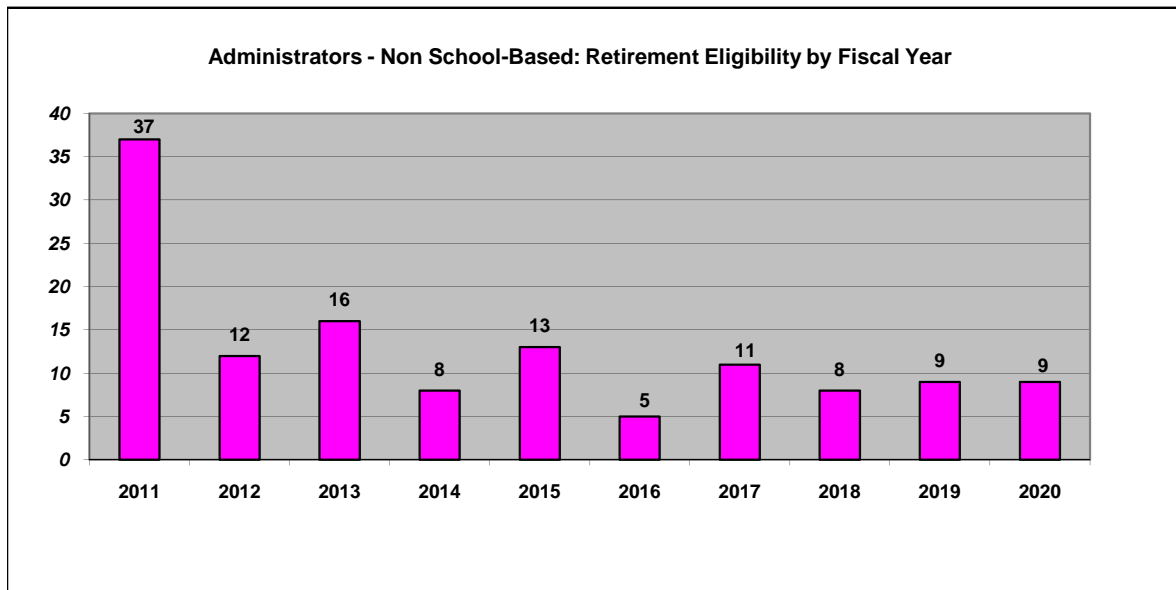
## Administrators - Non School-Based: Retirement Eligibility

Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2011	37	17.2%
2012	12	5.6%
2013	16	7.4%
2014	8	3.7%
2015	13	6.0%
2016	5	2.3%
2017	11	5.1%
2018	8	3.7%
2019	9	4.2%
2020	9	4.2%
<b>Eligible within 10 years</b>	<b>128</b>	<b>59.5%</b>
<b>Total Non School-Based Administrators</b>	<b>215</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



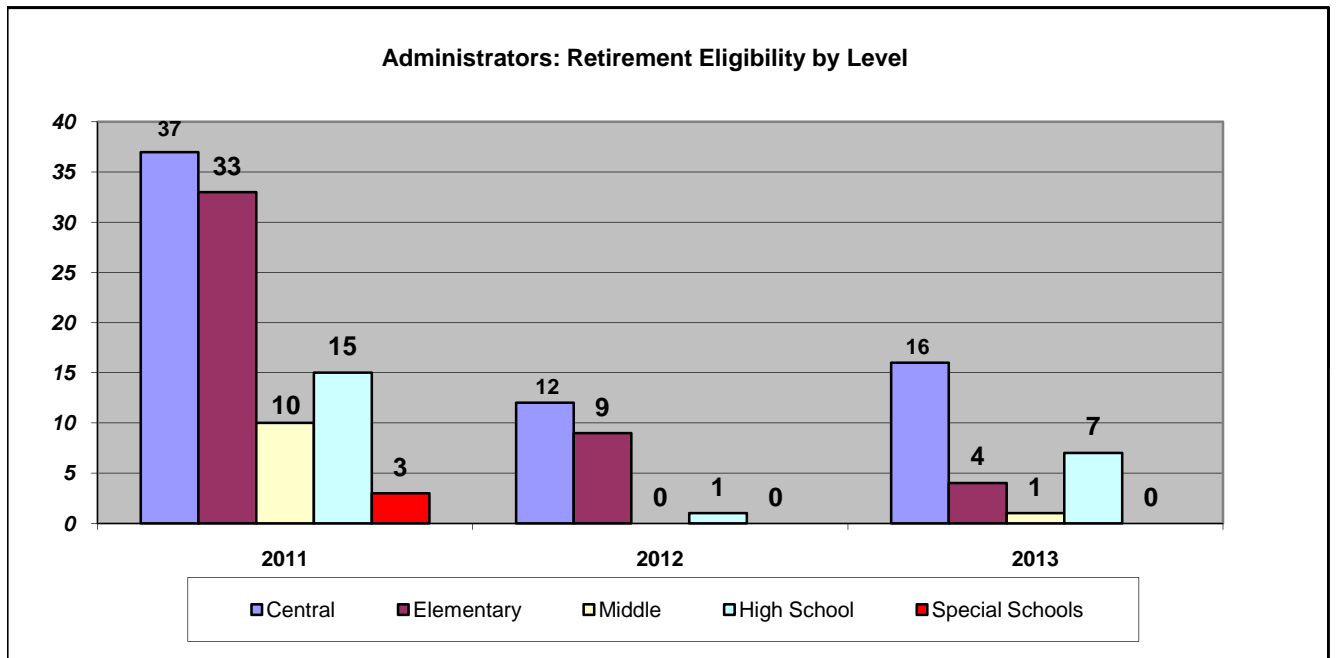
# Administrators: Retirement Eligibility by Level

Level	Total Administrators	Percent of Total	Eligible in FY 2011	Eligible in FY 2012	Eligible in FY 2013	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	215	30.3%	37	12	16	65	30.2%
Elementary	244	34.4%	33	9	4	46	18.9%
Middle	126	17.7%	10	0	1	11	8.7%
High School	117	16.5%	15	1	7	23	19.7%
Special Schools	8	1.1%	3	0	0	3	37.5%
<b>Total Administrators</b>	<b>710</b>	<b>100.0%</b>	<b>98</b>	<b>22</b>	<b>28</b>	<b>148</b>	<b>20.8%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –  
Principals:**

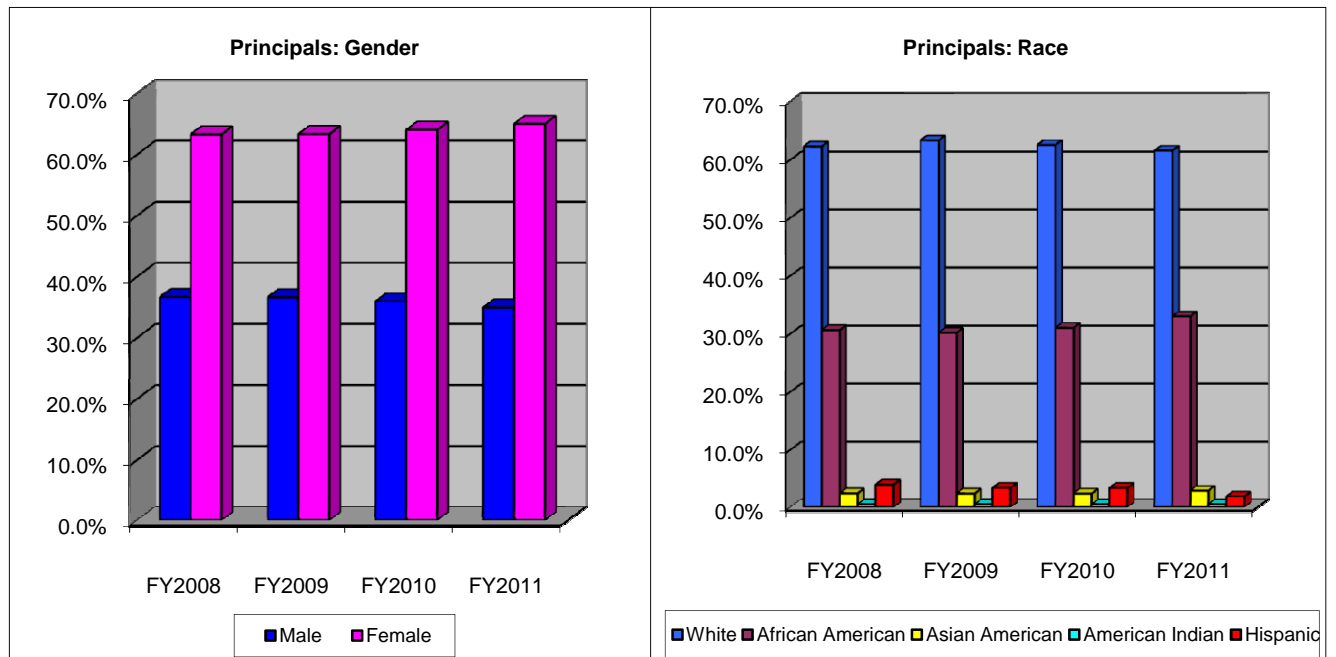
Demographic Profile  
Years of Experience as MCPS Principal  
Total Years of Experience  
Certification Type  
Turnover  
New Principal Demographic Profile  
Retirement Eligibility  
Retirement Eligibility by Level

# Principals: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	73	36.7%	74	36.6%	73	36.0%	71	35.0%
Female	126	63.3%	128	63.4%	130	64.0%	132	65.0%
<b>TOTAL</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	124	62.3%	128	63.4%	127	62.6%	125	61.6%
African American	61	30.7%	61	30.2%	63	31.0%	67	33.0%
Asian American	5	2.5%	5	2.5%	5	2.5%	6	3.0%
American Indian	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic	8	4.0%	7	3.5%	7	3.4%	4	2.0%
<b>TOTAL</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>
<b><u>AGE</u></b>								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	48	24.1%	48	23.8%	43	21.2%	50	24.6%
40 - 49 years	46	23.1%	46	22.8%	54	26.6%	57	28.1%
50 - 59 years	81	40.7%	77	38.1%	69	34.0%	64	31.5%
60+ years	24	12.1%	31	15.3%	37	18.2%	32	15.8%
<b>TOTAL</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. Data includes principals on special assignment.

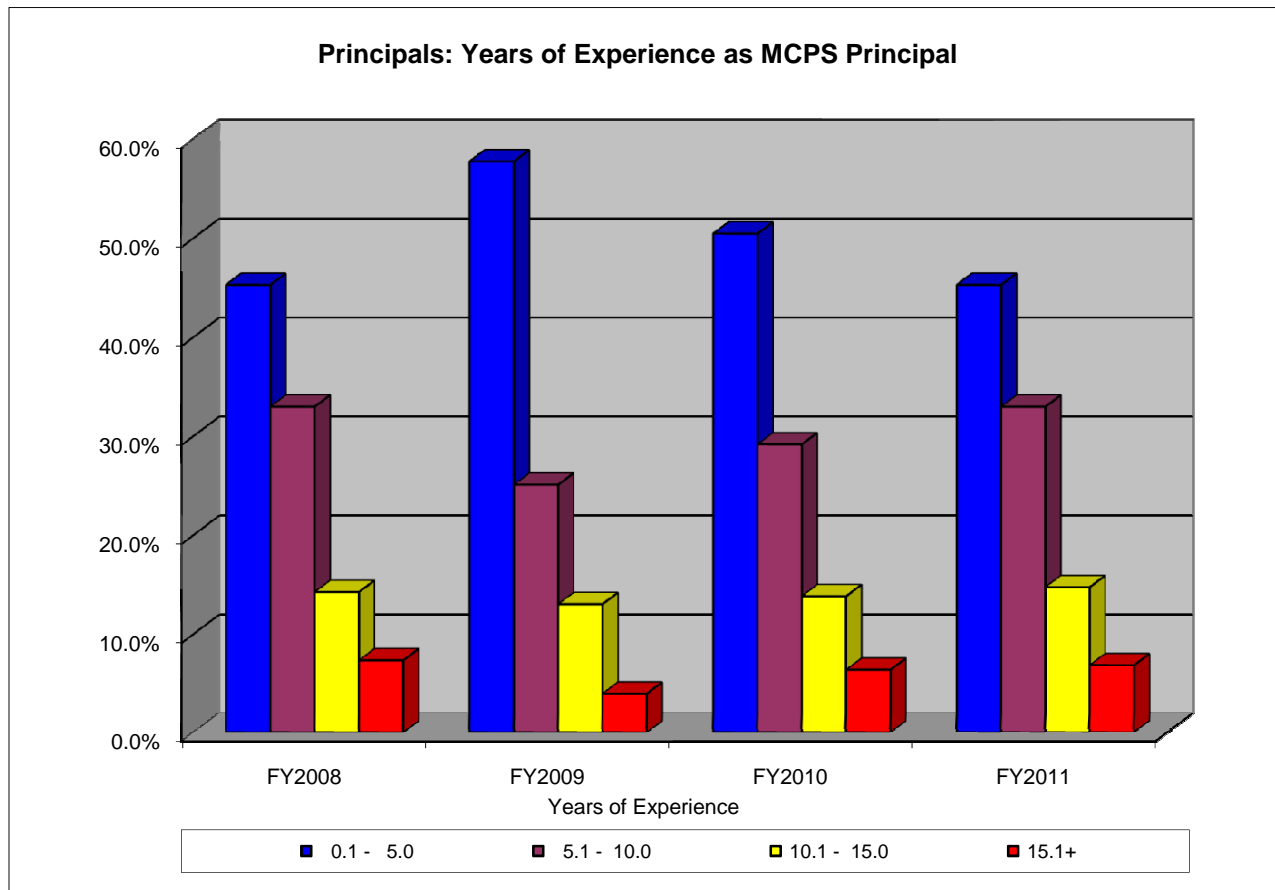
2. Data was captured on October 15.



# Principals: Years of Experience as MCPS Principal

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	115	57.8%	102	50.5%	92	45.3%	92	45.3%
5.1 - 10.0	50	25.1%	59	29.2%	67	33.0%	67	33.0%
10.1 - 15.0	26	13.1%	28	13.9%	30	14.8%	29	14.3%
15.1+	8	4.0%	13	6.4%	14	6.9%	15	7.4%
<b>TOTAL</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

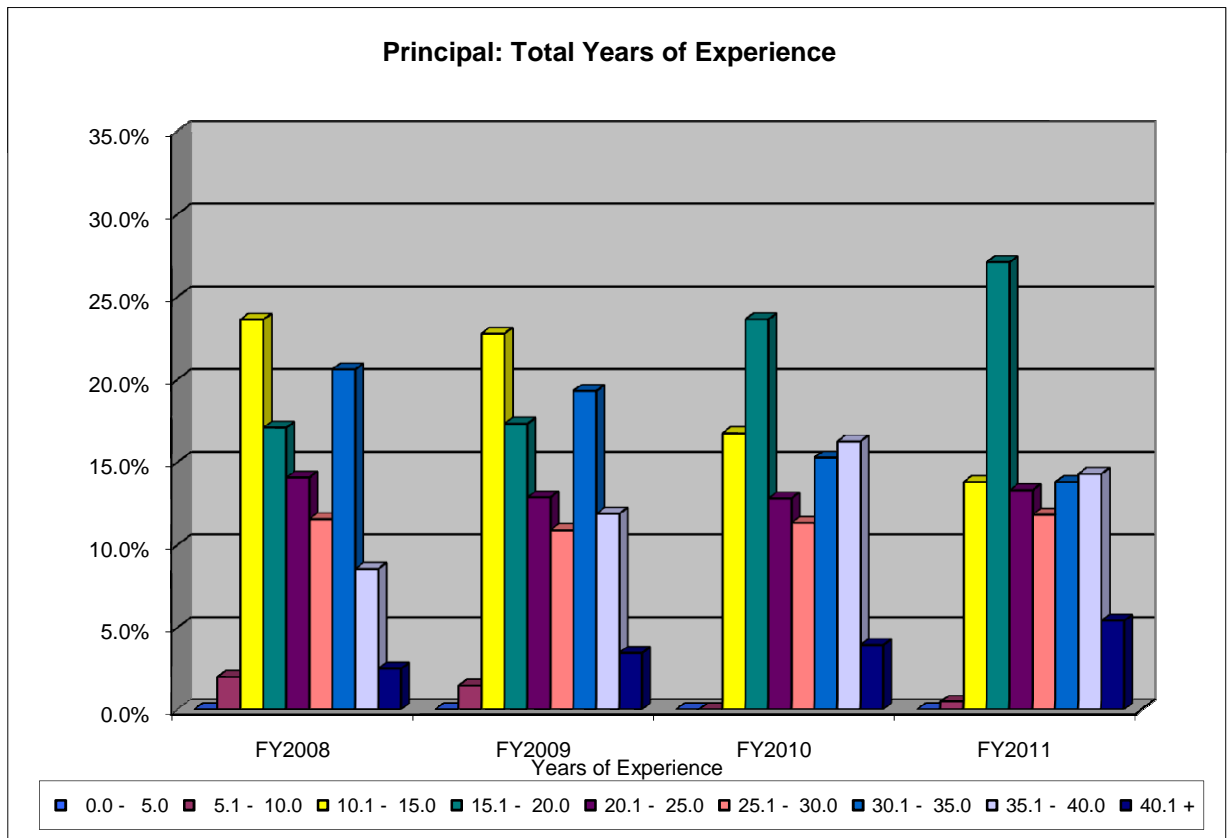
1. Data reflects years worked in MCPS as a principal.



# Principals: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.1 - 10.0	4	2.0%	3	1.5%	0	0.0%	1	0.5%
10.1 - 15.0	47	23.6%	46	22.8%	34	16.7%	28	13.8%
15.1 - 20.0	34	17.1%	35	17.3%	48	23.6%	55	27.1%
20.1 - 25.0	28	14.1%	26	12.9%	26	12.8%	27	13.3%
25.1 - 30.0	23	11.6%	22	10.9%	23	11.3%	24	11.8%
30.1 - 35.0	41	20.6%	39	19.3%	31	15.3%	28	13.8%
35.1 - 40.0	17	8.5%	24	11.9%	33	16.3%	29	14.3%
40.1 +	5	2.5%	7	3.5%	8	3.9%	11	5.4%
<b>TOTAL</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency.  
Distinct years of experience for either an administrator or a professional are not available.

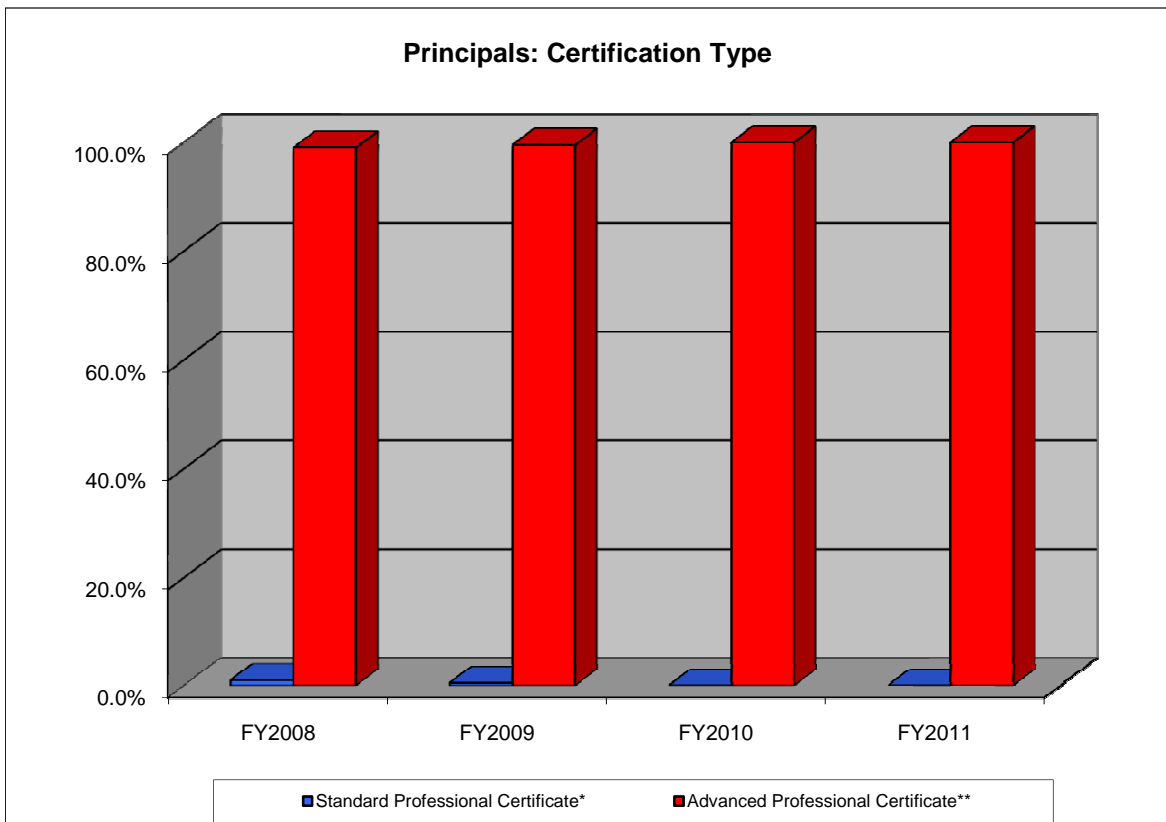


## Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2008	199	2	1.0%	197	99.0%
FY2009	202	1	0.5%	201	99.5%
FY2010	203	0	0.0%	203	100.0%
FY2011	203	0	0.0%	203	100.0%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

\*\*The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

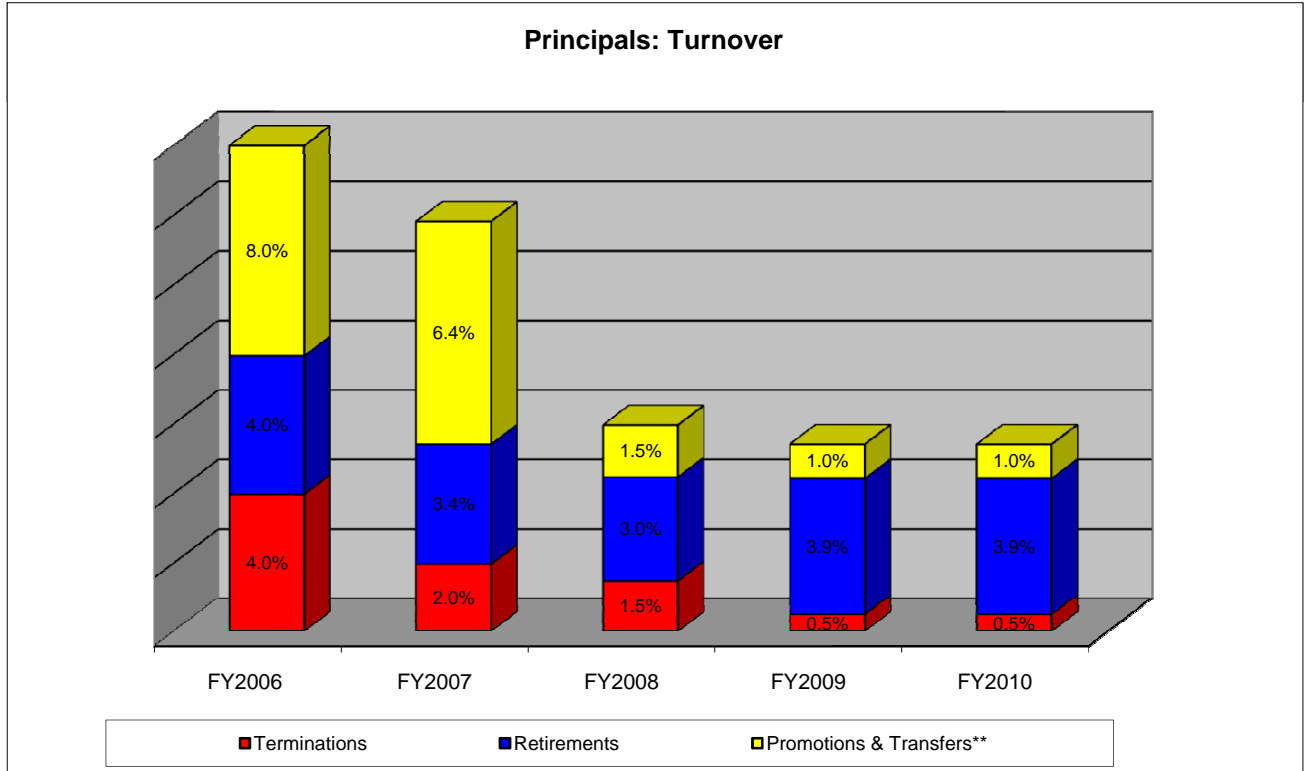


# Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2009	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2008	201	3	1.5%	6	3.0%	3	1.5%	12	6.0%
FY2007	203	4	2.0%	7	3.4%	13	6.4%	24	11.8%
FY2006	201	8	4.0%	8	4.0%	16	8.0%	32	15.9%

\* Total number of principals is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be a principal moving to a higher graded non-principal position. A principal moving from one school to another is not counted as a promotion. Transfer is defined to be a principal no longer in a principal position.

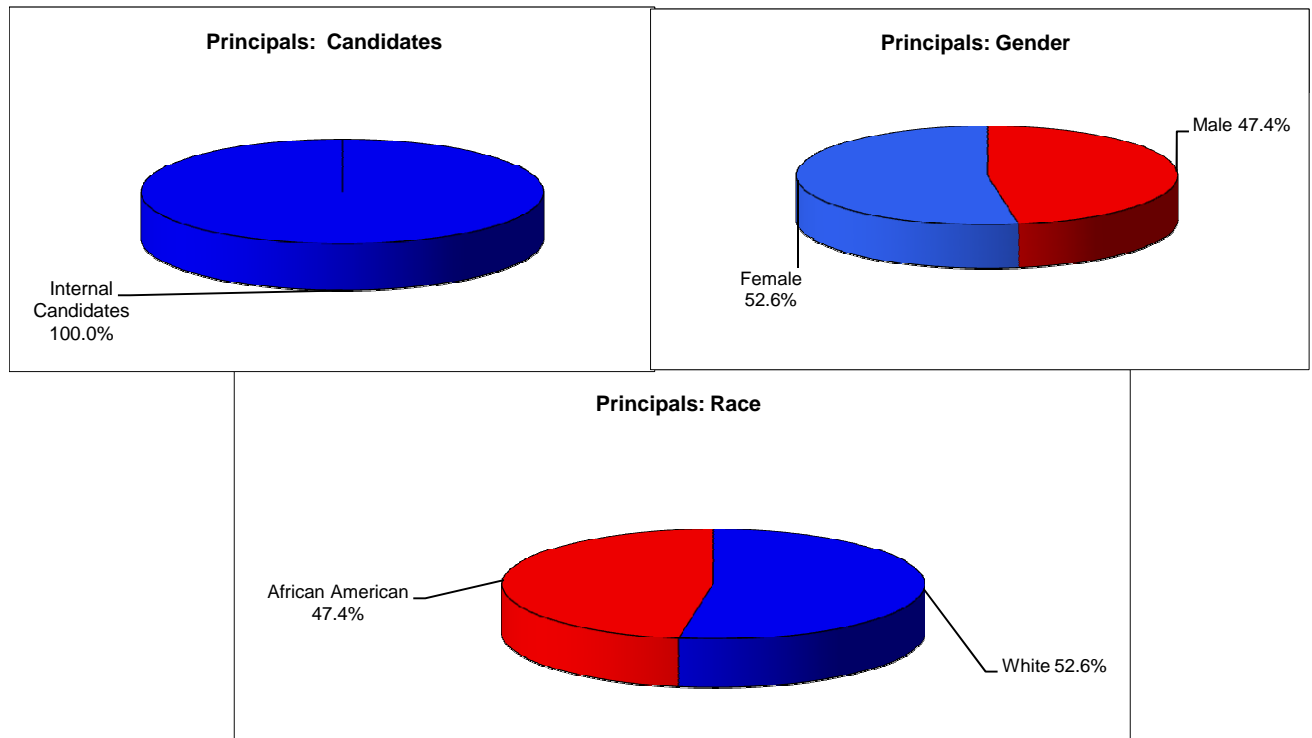


# Principals: New Principal Demographic Profile

FY2011					
	Elementary School	Middle School	High School	Total	
				Number	Percent
<b><u>PRINCIPAL NEW HIRES &amp; PROMOTIONS</u></b>					
External Candidates	0	0	0	0	0.0%
Internal Candidates	11	4	4	19	100.0%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>11</b>	<b>4</b>	<b>4</b>	<b>19</b>	<b>100.0%</b>
<b><u>GENDER</u></b>					
Male	5	0	4	9	47.4%
Female	6	4	0	10	52.6%
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>4</b>	<b>19</b>	<b>100.0%</b>
<b><u>RACE</u></b>					
White	5	2	3	10	52.6%
African American	6	2	1	9	47.4%
Asian American	0	0	0	0	0.0%
Hispanic	0	0	0	0	0.0%
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>4</b>	<b>19</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.

2. Data as of October 15, 2010.



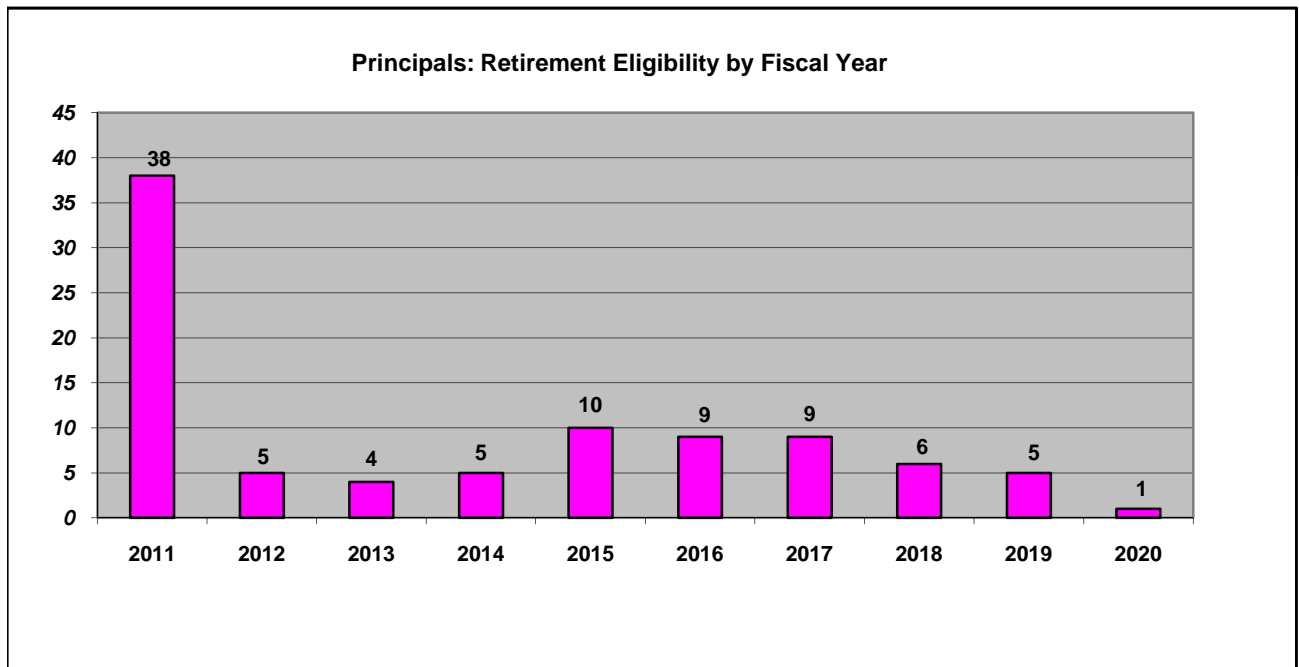
# Principals: Retirement Eligibility

Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2011	38	19.0%
2012	5	2.5%
2013	4	2.0%
2014	5	2.5%
2015	10	5.0%
2016	9	4.5%
2017	9	4.5%
2018	6	3.0%
2019	5	2.5%
2020	1	0.5%
<b>Eligible within 10 years</b>	<b>92</b>	<b>46.0%</b>
<b>Total Principals</b>	<b>200</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



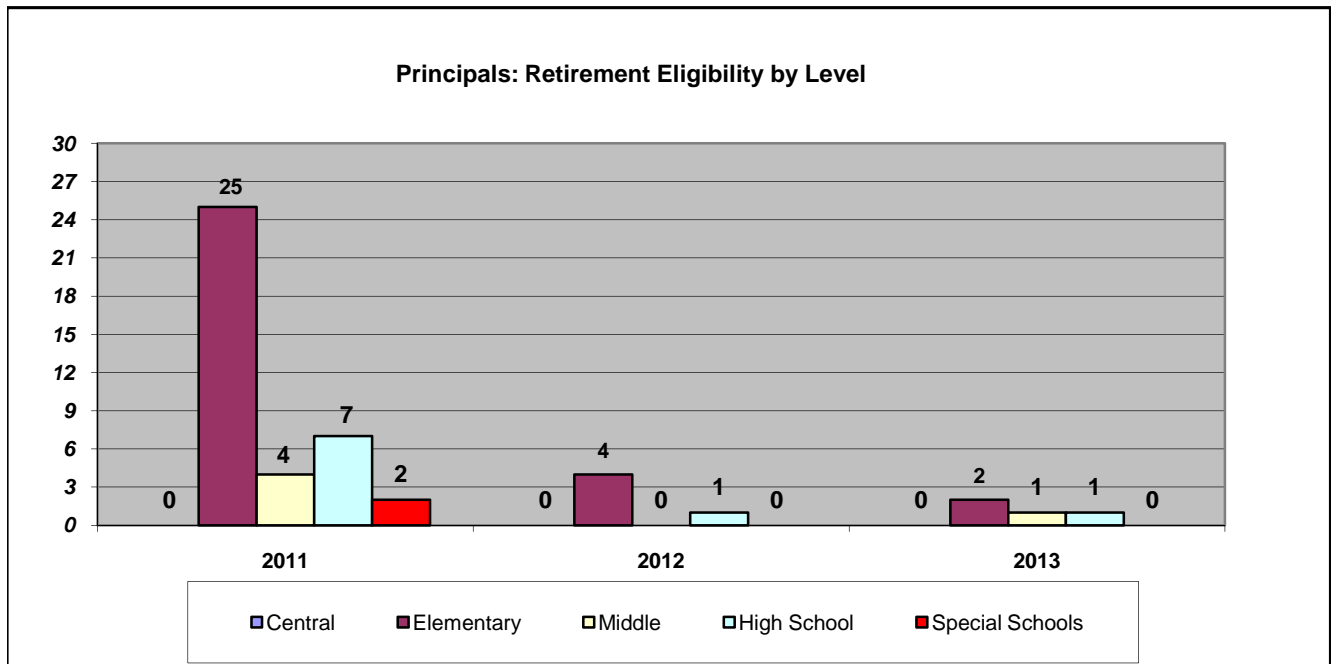
# Principals: Retirement Eligibility by Level

Level	Total Principals	Percent of Total	Eligible in FY 2011	Eligible in FY 2012	Eligible in FY 2013	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	0	0.0%	0	0	0	0	0.0%
Elementary	132	66.0%	25	4	2	31	23.5%
Middle	38	19.0%	4	0	1	5	13.2%
High School	27	13.5%	7	1	1	9	33.3%
Special Schools	3	1.5%	2	0	0	2	66.7%
<b>Total Principals</b>	<b>200</b>	<b>100.0%</b>	<b>38</b>	<b>5</b>	<b>4</b>	<b>47</b>	<b>23.5%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –  
Assistant Principals:**

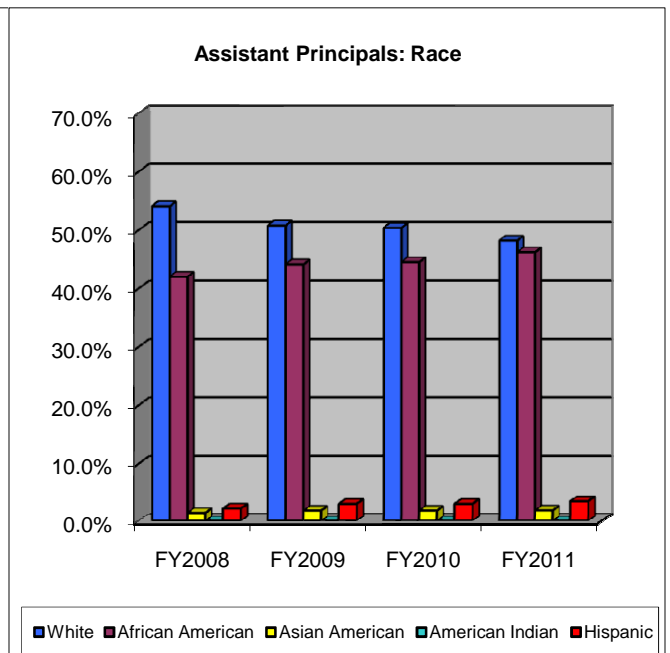
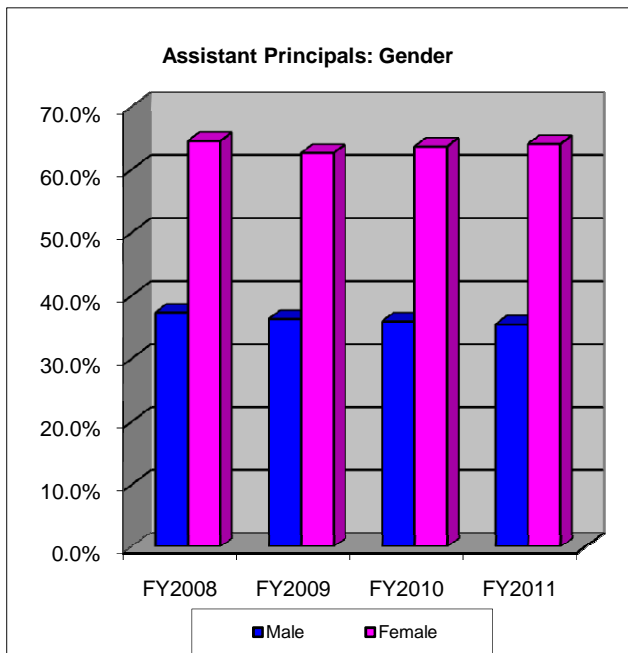
Demographic Profile  
Certification Type  
Turnover  
New Assistant Principal Demographic Profile  
Retirement Eligibility  
Retirement Eligibility by Level

# Assistant Principals: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	96	37.4%	93	36.3%	92	35.9%	89	35.5%
Female	161	62.6%	163	63.7%	164	64.1%	162	64.5%
<b>TOTAL</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	139	54.1%	130	50.8%	129	50.4%	121	48.2%
African American	108	42.0%	113	44.1%	114	44.5%	116	46.2%
Asian American	4	1.6%	5	2.0%	5	2.0%	5	2.0%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	6	2.3%	8	3.1%	8	3.1%	9	3.6%
<b>TOTAL</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>
<b><u>AGE</u></b>								
20 - 29 years	6	2.3%	3	1.2%	3	1.2%	3	1.2%
30 - 39 years	109	42.4%	112	43.8%	110	43.0%	99	39.4%
40 - 49 years	58	22.6%	58	22.7%	68	26.6%	71	28.3%
50 - 59 years	67	26.1%	67	26.2%	58	22.7%	59	23.5%
60+ years	17	6.6%	16	6.3%	17	6.6%	19	7.6%
<b>TOTAL</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

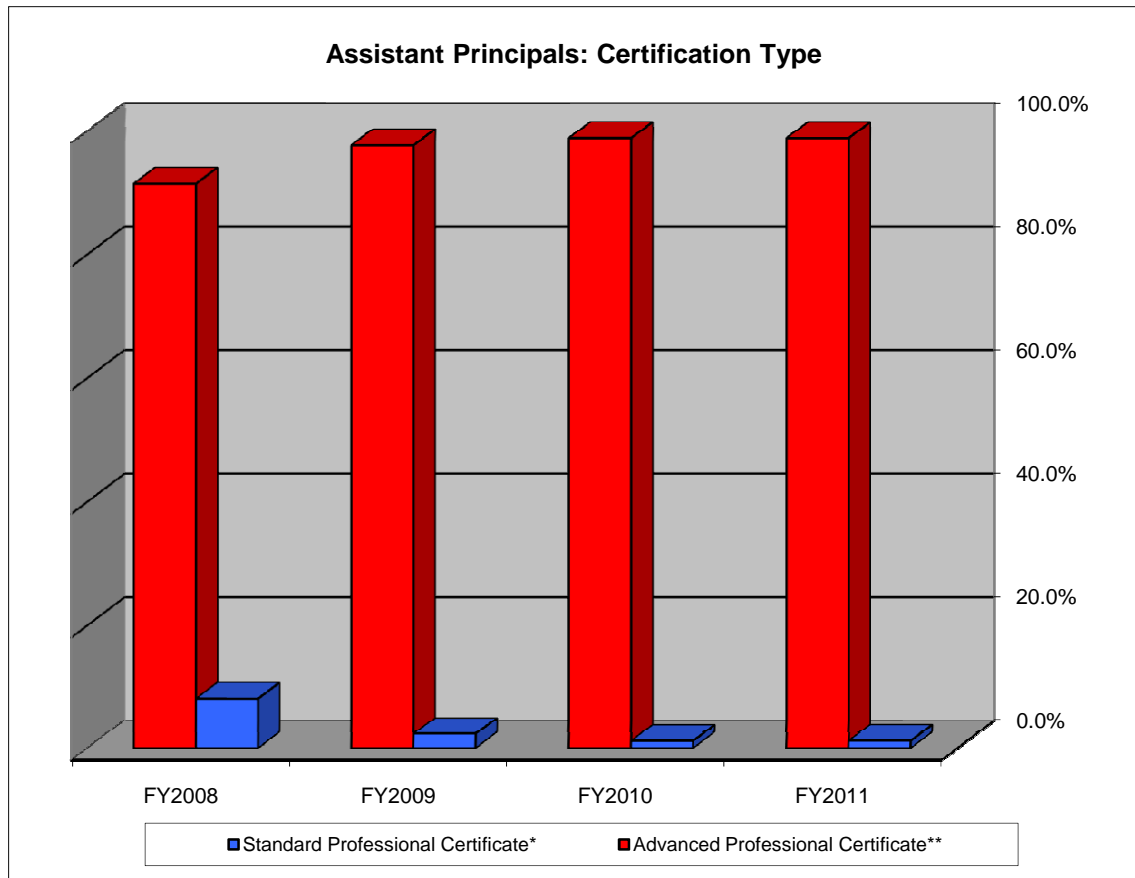


## Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2011	251	3	1.2%	248	98.8%
FY2010	256	3	1.2%	253	98.8%
FY2009	256	6	2.3%	250	97.7%
FY2008	257	21	8.2%	235	91.4%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

\*\*The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

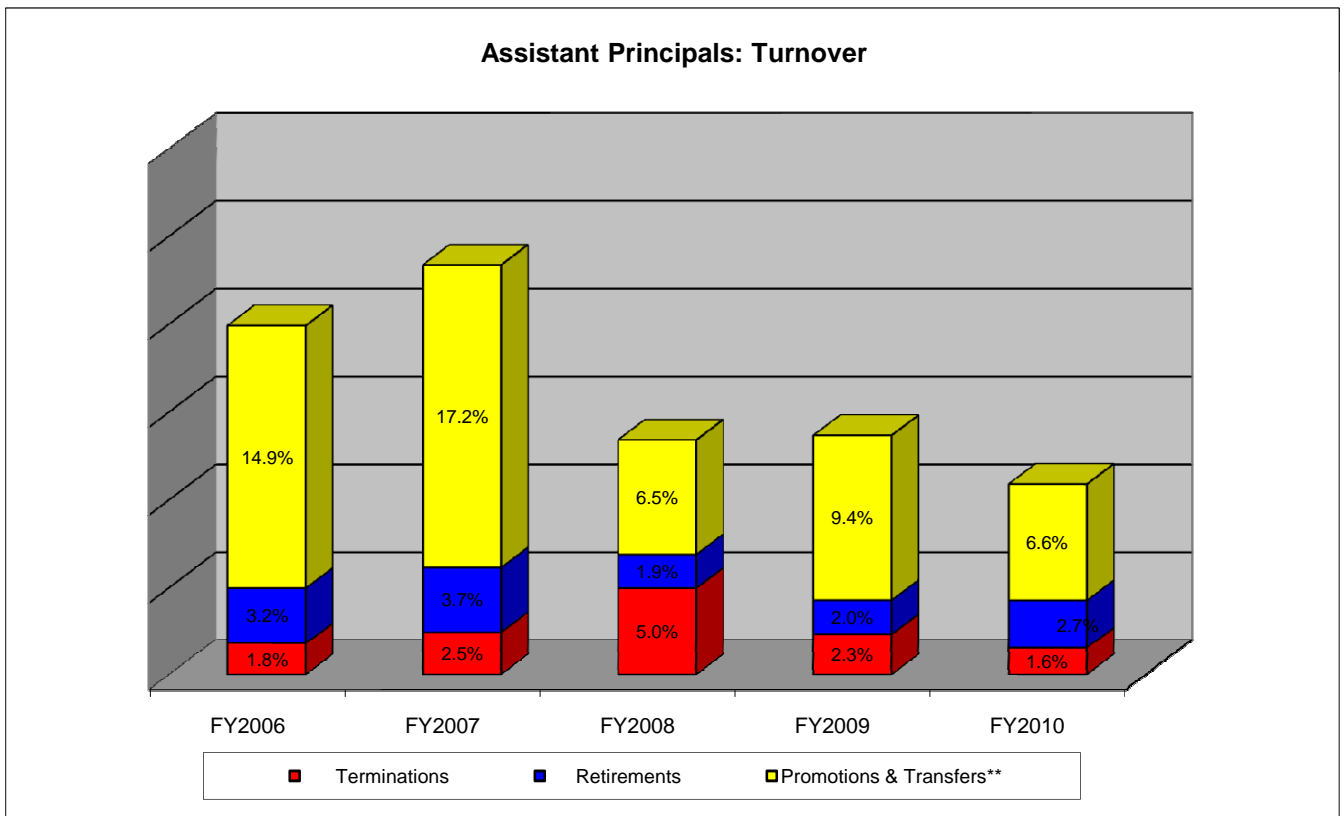


# Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	257	4	1.6%	7	2.7%	17	6.6%	28	10.9%
FY2009	256	6	2.3%	5	2.0%	24	9.4%	35	13.7%
FY2008	261	13	5.0%	5	1.9%	17	6.5%	35	13.4%
FY2007	244	6	2.5%	9	3.7%	42	17.2%	57	23.4%
FY2006	221	4	1.8%	7	3.2%	33	14.9%	44	19.9%

\* Total number of assistant principals is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined as an assistant principal moving to a higher graded non-assistant principal position. An assistant principal moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant principal no longer in an assistant principal position.



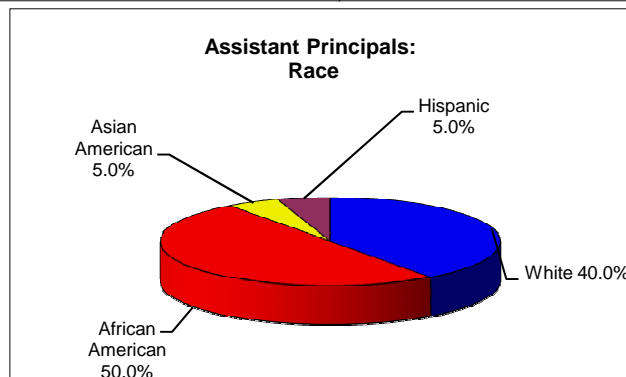
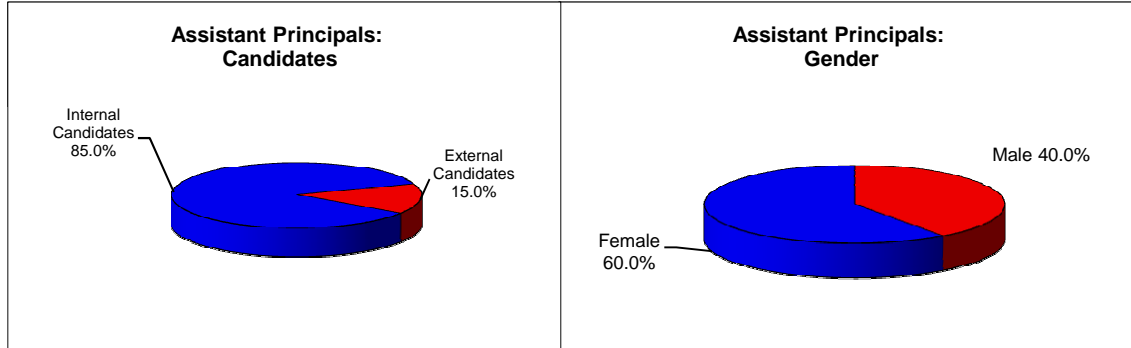
# Assistant Principals:

## New Assistant Principal Demographic Profile

FY 2011		
	Number	Percent
<b><u>Assistant Principal New Hires &amp; Promotions</u></b>		
External Candidates	3	15.0%
Internal Candidates	17	85.0%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>20</b>	<b>100.0%</b>
<b><u>GENDER</u></b>		
Male	8	40.0%
Female	12	60.0%
<b>TOTAL</b>	<b>20</b>	<b>100.0%</b>
<b><u>RACE</u></b>		
White	8	40.0%
African American	10	50.0%
Asian American	1	5.0%
Hispanic	1	5.0%
<b>TOTAL</b>	<b>20</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.

2. Data as of November 17, 2010.



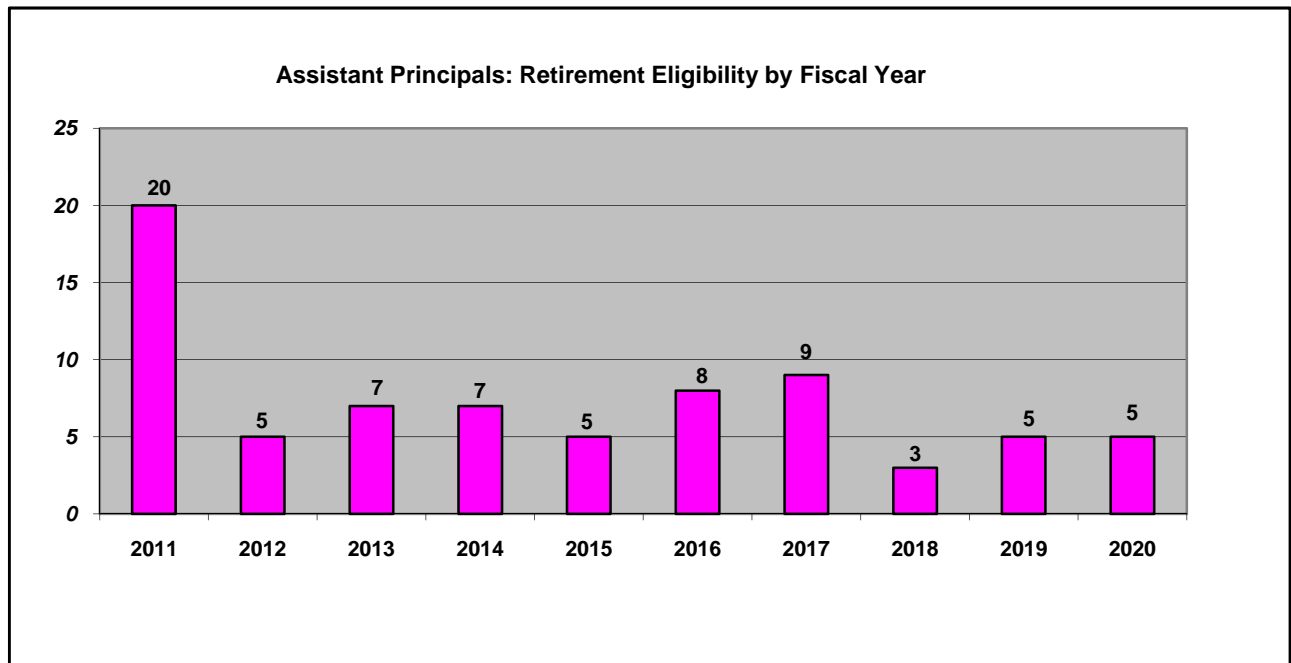
# Assistant Principals: Retirement Eligibility

Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2011	20	8.0%
2012	5	2.0%
2013	7	2.8%
2014	7	2.8%
2015	5	2.0%
2016	8	3.2%
2017	9	3.6%
2018	3	1.2%
2019	5	2.0%
2020	5	2.0%
<b>Eligible within 10 years</b>	<b>74</b>	<b>29.5%</b>
<b>Total Assistant Principals</b>	<b>251</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



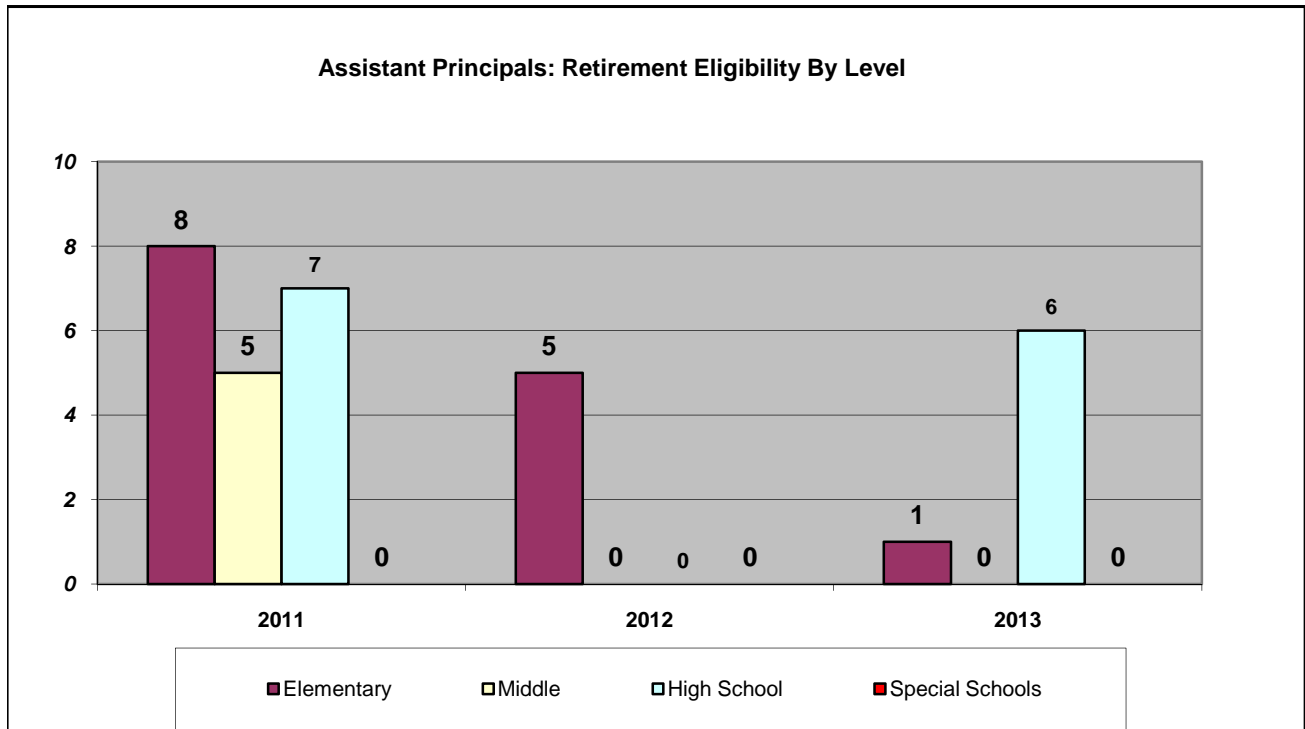
## Assistant Principals: Retirement Eligibility by Level

Level	Total Assistant Principals	Percent of Total	Eligible in FY 2011	Eligible in FY 2012	Eligible in FY 2013	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	110	43.8%	8	5	1	14	12.7%
Middle	67	26.7%	5	0	0	5	7.5%
High School	72	28.7%	7	0	6	13	18.1%
Special Schools	2	0.8%	0	0	0	0	0.0%
<b>Total Ass't Principals</b>	<b>251</b>	<b>100.0%</b>	<b>20</b>	<b>5</b>	<b>7</b>	<b>32</b>	<b>12.7%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –  
Assistant School Administrators:**

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

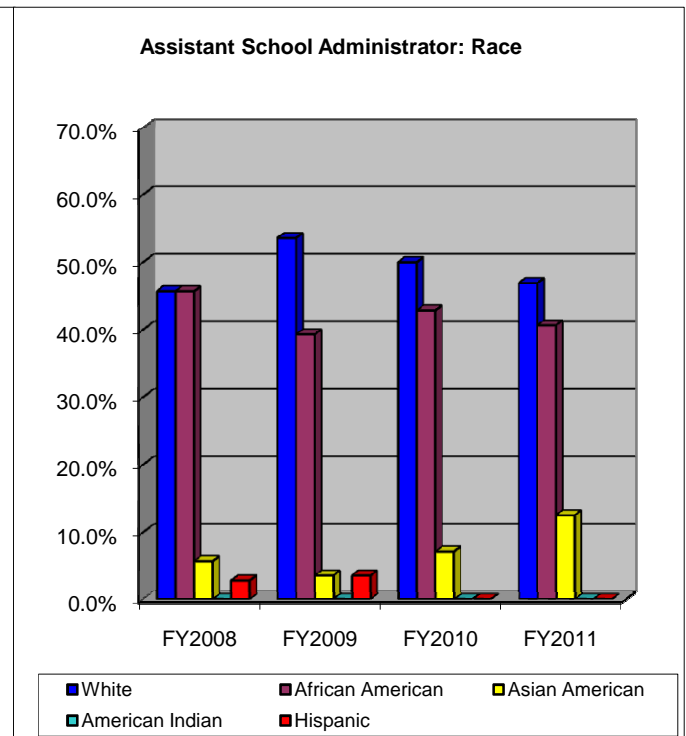
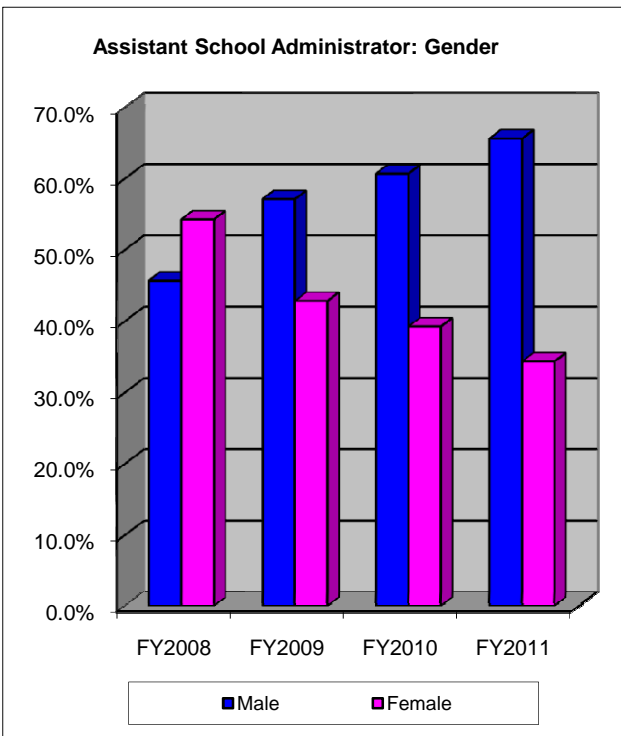
Retirement Eligibility

# Assistant School Administrators: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	16	45.7%	16	57.1%	17	60.7%	21	65.6%
Female	19	54.3%	12	42.9%	11	39.3%	11	34.4%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>
<b>RACE</b>								
White	16	45.7%	15	53.6%	14	50.0%	15	46.9%
African American	16	45.7%	11	39.3%	12	42.9%	13	40.6%
Asian American	2	5.7%	1	3.6%	2	7.1%	4	12.5%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	1	2.9%	1	3.6%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	4	11.4%	2	7.1%	0	0.0%	3	9.4%
30 - 39 years	16	45.7%	15	53.6%	14	50.0%	13	40.6%
40 - 49 years	11	31.4%	8	28.6%	9	32.1%	8	25.0%
50 - 59 years	4	11.4%	3	10.7%	5	17.9%	6	18.8%
60+ years	0	0.0%	0	0.0%	0	0.0%	2	6.3%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

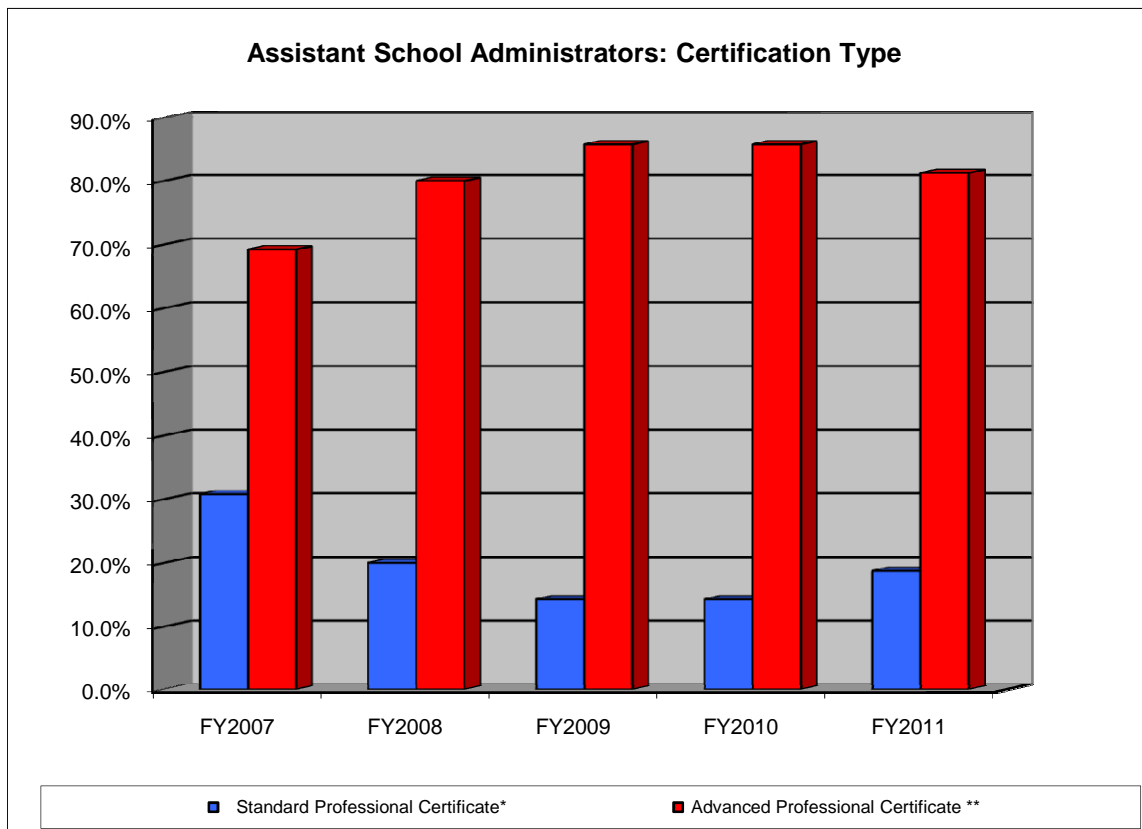


## Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2007	39	12	30.8%	27	69.2%
FY2008	35	7	20.0%	28	80.0%
FY2009	28	4	14.3%	24	85.7%
FY2010	28	4	14.3%	24	85.7%
FY2011	32	6	18.8%	26	81.3%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

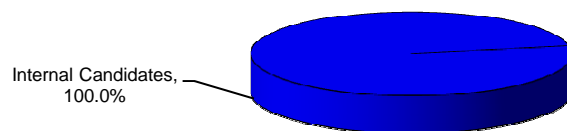


# Assistant School Administrators: New Assistant School Administrators Demographic Profile

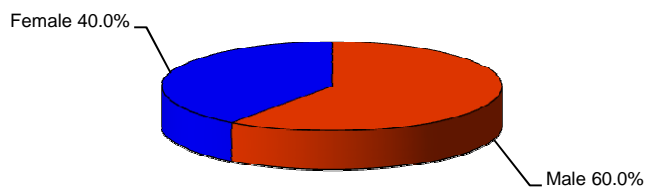
FY2011		
	Number	Percent
<b><u>Student Support Specialist New Hires &amp; Promotions</u></b>		
External Candidates	0	0.0%
Internal Candidates	10	100.0%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>10</b>	<b>100.0%</b>
<b><u>GENDER</u></b>		
Male	6	60.0%
Female	4	40.0%
<b>TOTAL</b>	<b>10</b>	<b>100.0%</b>
<b><u>RACE</u></b>		
White	5	50.0%
African American	4	40.0%
Asian American	1	10.0%
Hispanic	0	0.0%
<b>TOTAL</b>	<b>10</b>	<b>100.0%</b>

\* Data as of October 15, 2010.

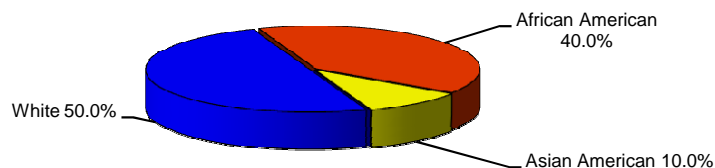
**Assistant School Administrators: Candidates**



**Assistant School Administrators: Gender**



**Assistant School Administrators: Race**

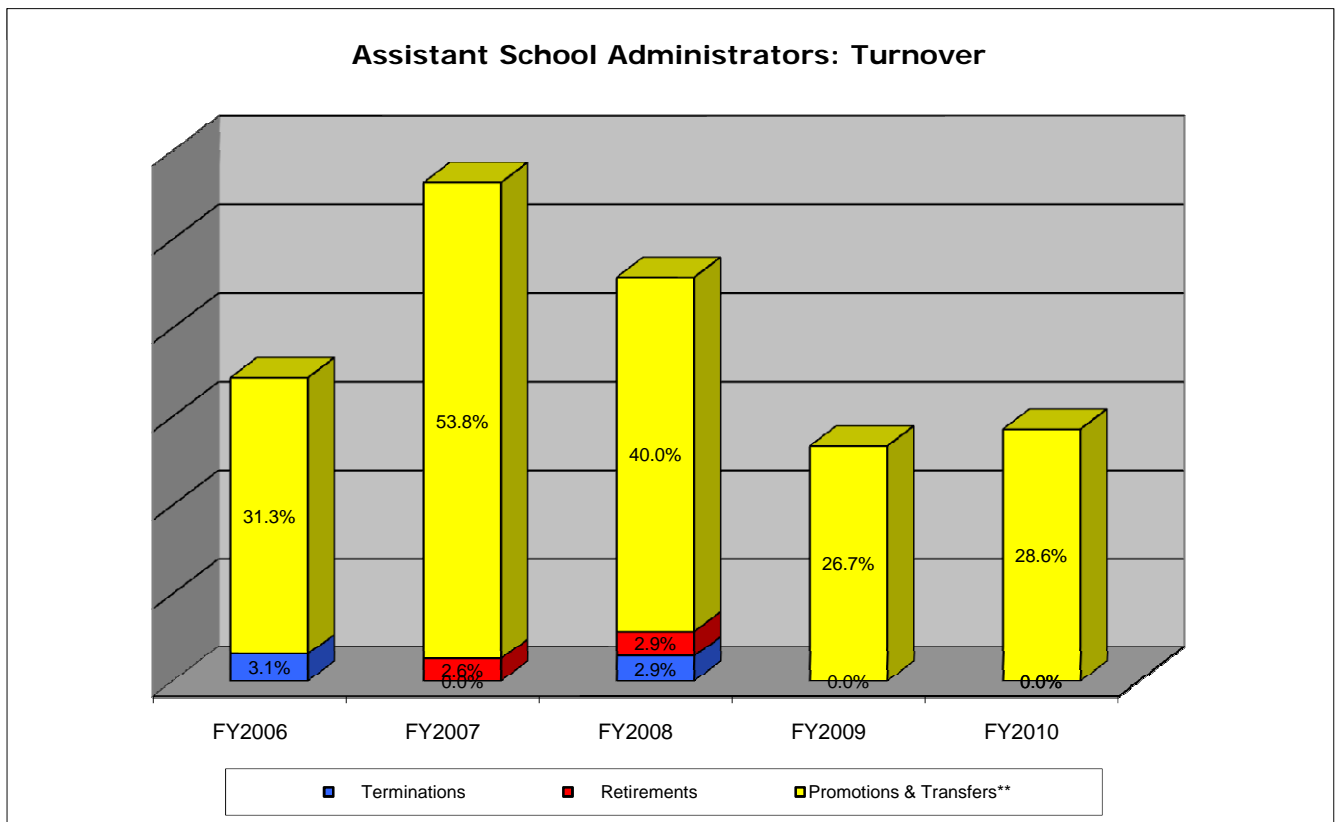


# Assistant School Administrators: Turnover

Fiscal Year	Number of Student Support Specialist*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	28	0	0.0%	0	0.0%	8	28.6%	8	28.6%
FY2009	30	0	0.0%	0	0.0%	8	26.7%	8	26.7%
FY2008	35	1	2.9%	1	2.9%	14	40.0%	16	45.7%
FY2007	39	0	0.0%	1	2.6%	21	53.8%	22	56.4%
FY2006	32	1	3.1%	0	0.0%	10	31.3%	11	34.4%

\* Total number of assistant school administrators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be an assistant school administrator moving to a higher graded non-assistant school administrator position. An assistant school administrator moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant school administrator no longer in an assistant school administrator position.



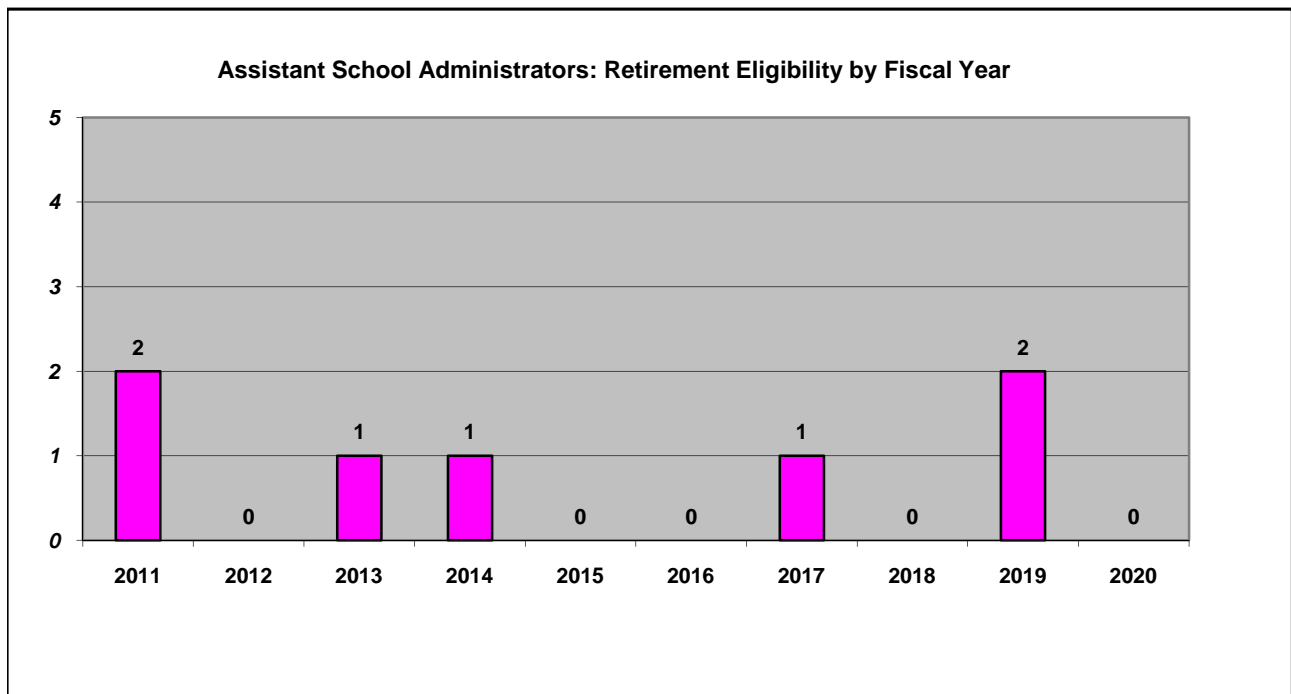
## Assistant School Administrators: Retirement Eligibility

Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2011	2	6.3%
2012	0	0.0%
2013	1	3.1%
2014	1	3.1%
2015	0	0.0%
2016	0	0.0%
2017	1	3.1%
2018	0	0.0%
2019	2	6.3%
2020	0	0.0%
<b>Eligible within 10 years</b>	<b>7</b>	<b>21.9%</b>
<b>Total Assistant School Administrators</b>	<b>32</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Business and Operations Administrators (MCBOA):**

Demographic Profile

Degree

Total Years of Experience

Salary Schedule Placement

Retirement Eligibility

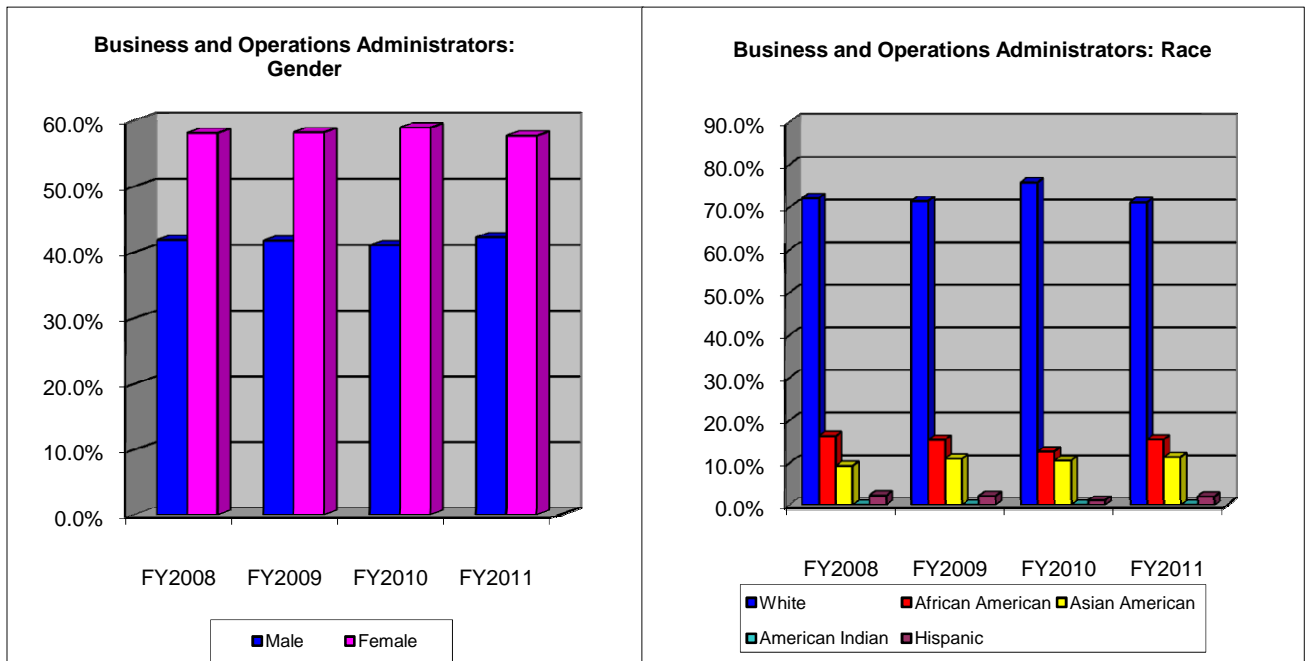
# Business and Operations Administrators: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	36	41.9%	38	41.8%	39	41.1%	41	42.3%
Female	50	58.1%	53	58.2%	56	58.9%	56	57.7%
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>
<b>RACE</b>								
White	62	72.1%	65	71.4%	72	75.8%	69	71.1%
African American	14	16.3%	14	15.4%	12	12.6%	15	15.5%
Asian American	8	9.3%	10	11.0%	10	10.5%	11	11.3%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	2	2.3%	2	2.2%	1	1.1%	2	2.1%
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	0	0.0%	0	0.0%	1	1.1%	2	2.1%
30 - 39 years	11	12.8%	12	13.2%	10	10.5%	11	11.3%
40 - 49 years	25	29.1%	26	28.6%	27	28.4%	28	28.9%
50 - 59 years	35	40.7%	39	42.9%	38	40.0%	37	38.1%
60+ years	15	17.4%	14	15.4%	19	20.0%	19	19.6%
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

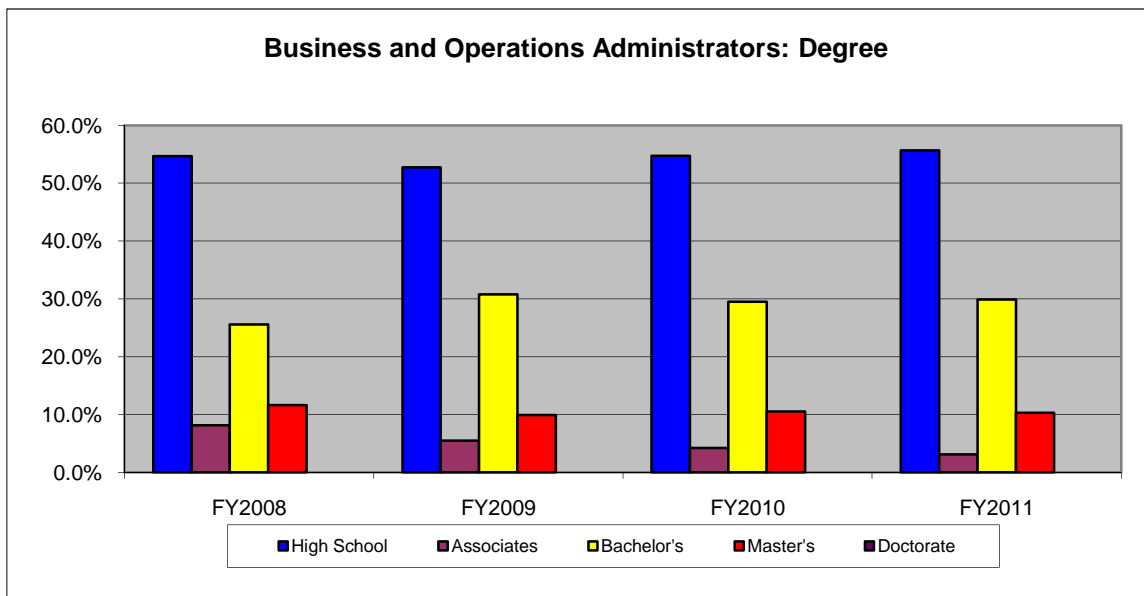
3. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).



# Business and Operations Administrators: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>DEGREE</b>								
Below HS / None	0	0.0%	1	1.1%	1	1.1%	1	1.0%
High School	47	54.7%	48	52.7%	52	54.7%	54	55.7%
Associates	7	8.1%	5	5.5%	4	4.2%	3	3.1%
Bachelor's	22	25.6%	28	30.8%	28	29.5%	29	29.9%
Master's	10	11.6%	9	9.9%	10	10.5%	10	10.3%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>

1. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

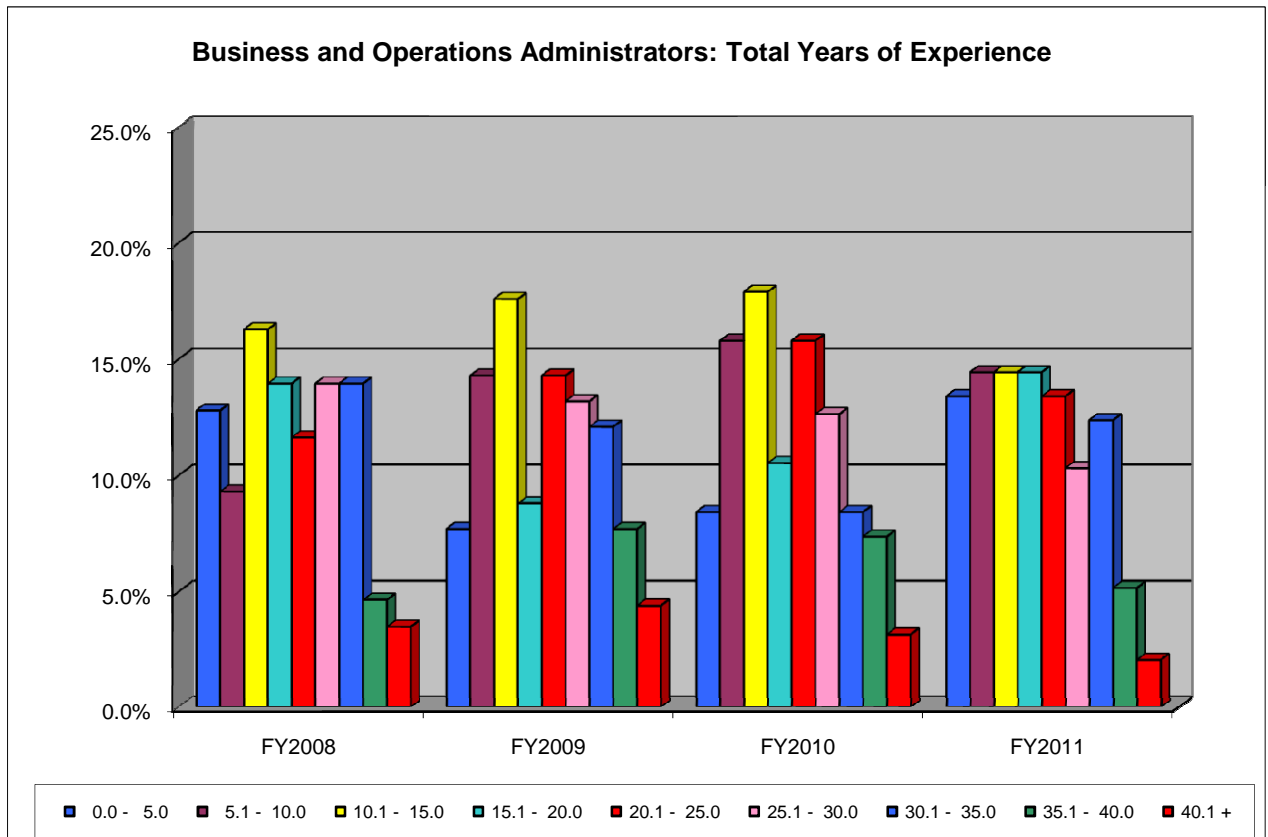


# Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent						
0.0 - 5.0	11	12.8%	7	7.7%	8	8.4%	13	13.4%
5.1 - 10.0	8	9.3%	13	14.3%	15	15.8%	14	14.4%
10.1 - 15.0	14	16.3%	16	17.6%	17	17.9%	14	14.4%
15.1 - 20.0	12	14.0%	8	8.8%	10	10.5%	14	14.4%
20.1 - 25.0	10	11.6%	13	14.3%	15	15.8%	13	13.4%
25.1 - 30.0	12	14.0%	12	13.2%	12	12.6%	10	10.3%
30.1 - 35.0	12	14.0%	11	12.1%	8	8.4%	12	12.4%
35.1 - 40.0	4	4.7%	7	7.7%	7	7.4%	5	5.2%
40.1 +	3	3.5%	4	4.4%	3	3.2%	2	2.1%
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>

1. Data reflects years worked within MCPS or other county agency.

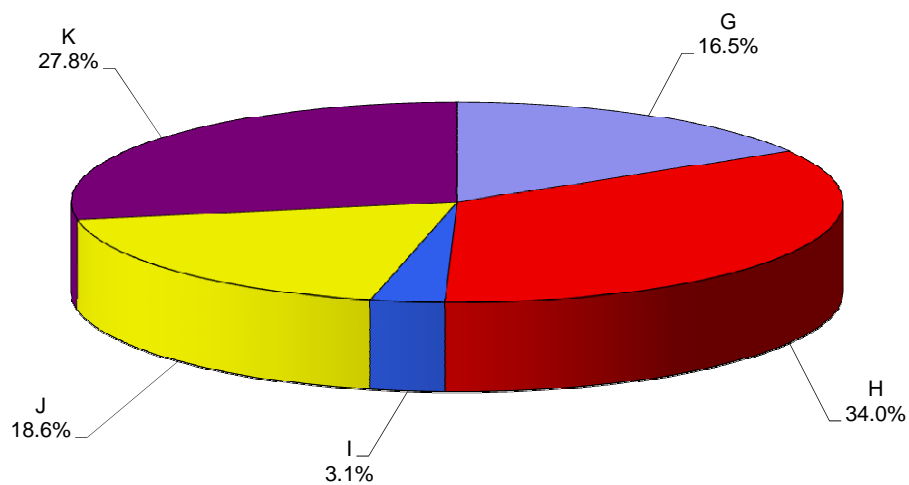
2. The Montgomery County Administrators and Principals: Business Operations Administrators (BOA) chapter was created for supervisors on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).



## Business and Operations Administrators: Salary Schedule Placement

Step	FY 2011						
	G	H	I	J	K	Total	%
1	0	1	0	3	1	5	5.2%
2	3	2	0	0	0	5	5.2%
3	0	0	1	1	0	2	2.1%
4	1	2	0	1	2	6	6.2%
5	1	3	0	0	1	5	5.2%
6	2	2	1	0	0	5	5.2%
7	0	0	0	1	2	3	3.1%
8	3	4	0	2	3	12	12.4%
9	1	3	0	1	5	10	10.3%
10	1	5	0	3	4	13	13.4%
11	2	2	0	2	3	9	9.3%
12	2	9	1	4	6	22	22.7%
<b>Total</b>	16	33	3	18	27	97	100.0%
<b>% of Schedule</b>	16.5%	34.0%	3.1%	18.6%	27.8%		

**Business and Operations Administrators: Salary Schedule Placement**



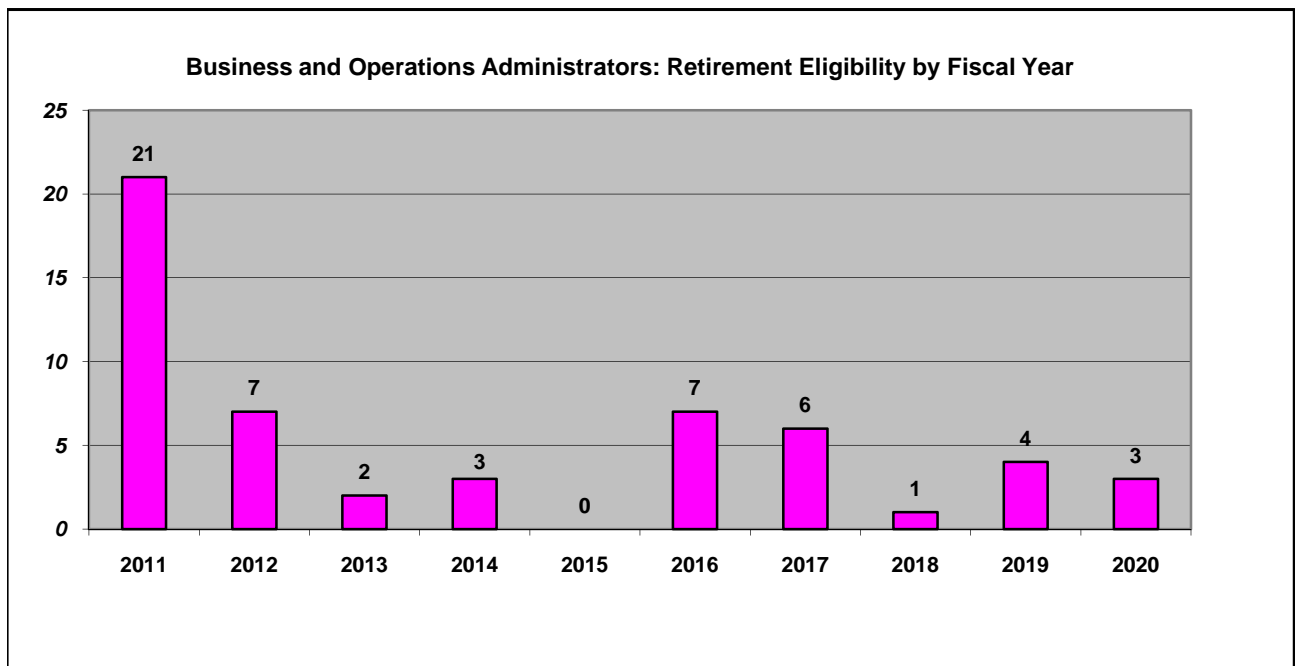
## Business and Operations Administrators: Retirement Eligibility

Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2011	21	21.6%
2012	7	7.2%
2013	2	2.1%
2014	3	3.1%
2015	0	0.0%
2016	7	7.2%
2017	6	6.2%
2018	1	1.0%
2019	4	4.1%
2020	3	3.1%
<b>Eligible within 10 years</b>	<b>54</b>	<b>55.7%</b>
<b>Total Supervisors</b>	<b>97</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**12-Month Montgomery County Education Association Personnel (MCEA) – Other Professionals:**

Demographic Profile  
Degree  
Certification Type  
Years of Experience in MCPS  
Total Years of Experience  
Salary Schedule Placement  
Annual Salary  
Retirement Eligibility

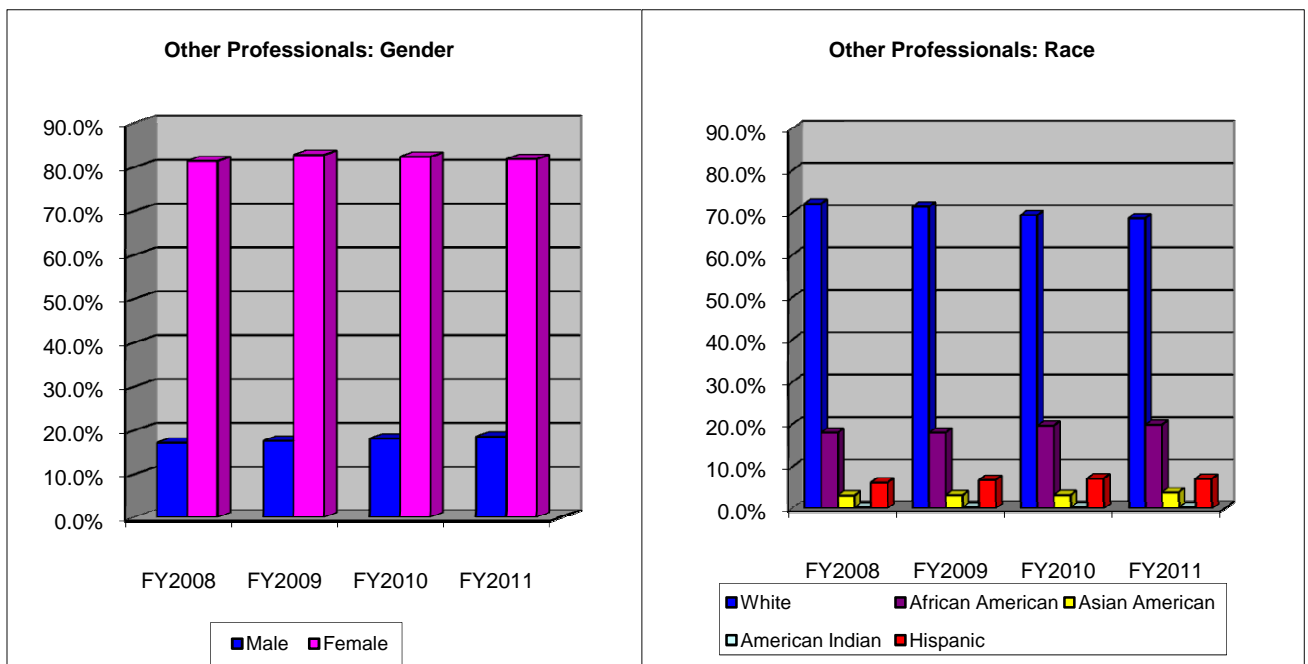
# Other Professionals: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	79	17.2%	74	17.6%	70	18.1%	70	18.6%
Female	380	82.8%	346	82.4%	316	81.9%	307	81.4%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	331	72.1%	300	71.4%	268	69.4%	259	68.7%
African American	83	18.1%	76	18.1%	76	19.7%	75	19.9%
Asian American	15	3.3%	14	3.3%	13	3.4%	15	4.0%
American Indian	1	0.2%	1	0.2%	1	0.3%	1	0.3%
Hispanic	29	6.3%	29	6.9%	28	7.3%	27	7.2%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>
<b><u>AGE</u></b>								
20 - 29 years	14	3.1%	6	1.4%	3	0.8%	18	4.8%
30 - 39 years	114	24.8%	99	23.6%	84	21.8%	84	22.3%
40 - 49 years	82	17.9%	76	18.1%	79	20.5%	91	24.1%
50 - 59 years	172	37.5%	163	38.8%	140	36.3%	124	32.9%
60+ years	77	16.8%	76	18.1%	80	20.7%	60	15.9%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

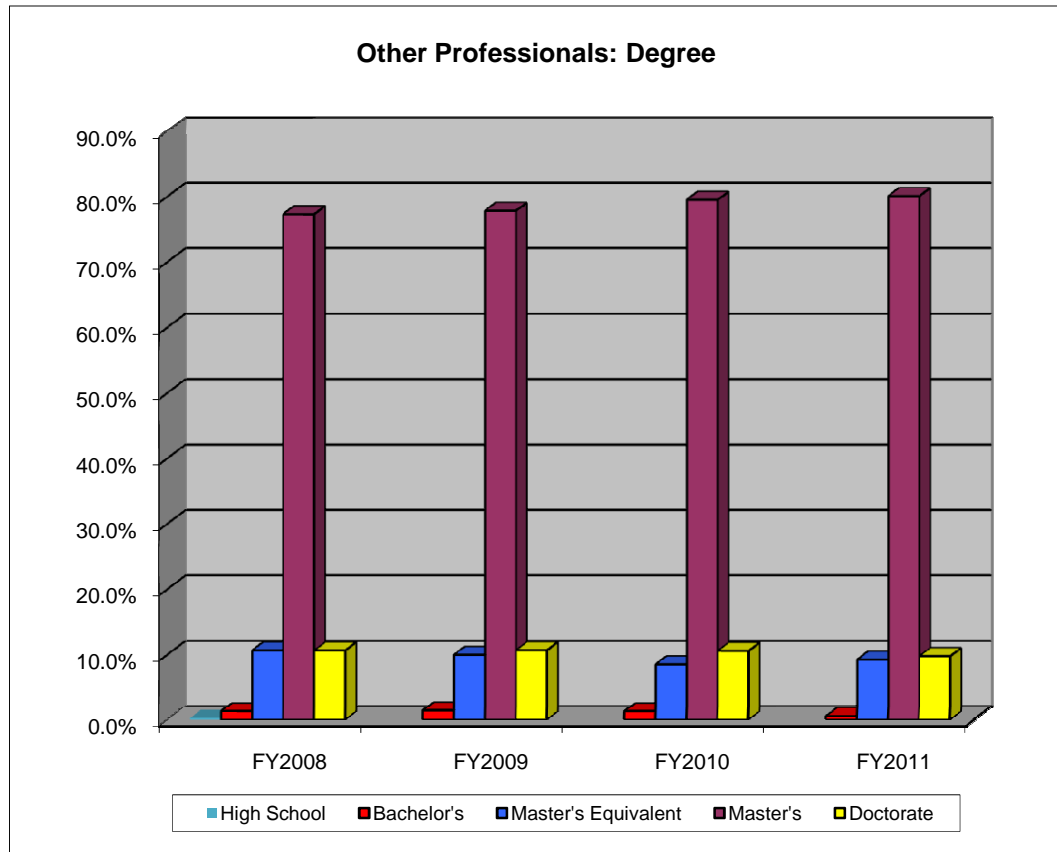
3. Other Professionals include: Instructional Specialists, Pupil Personnel Workers, Social Workers, and Psychologists.



## Other Professionals: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>DEGREE</b>								
High School							1	0.3%
Bachelor's	6	1.3%	6	1.4%	5	1.3%	2	0.5%
Master's Equivalent	49	10.7%	42	10.0%	33	8.5%	35	9.3%
Master's	355	77.3%	327	77.9%	307	79.5%	302	80.1%
Doctorate	49	10.7%	45	10.7%	41	10.6%	37	9.8%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



## Other Professionals: Certification Type

Fiscal Year	Number of Other Professionals	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Certification Data not Available or Not Required	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2007	458	45	9.8%	381	83.2%	1	0.2%	1	0.2%	30	6.6%
FY2008	451	32	7.1%	391	86.7%	1	0.2%	0	0.0%	27	6.0%
FY2009	417	18	4.3%	373	89.4%	1	0.2%	0	0.0%	25	6.0%
FY2010	370	10	2.7%	336	90.8%	1	0.3%	0	0.0%	23	6.2%

1. Certification data is collected in June of the fiscal year.

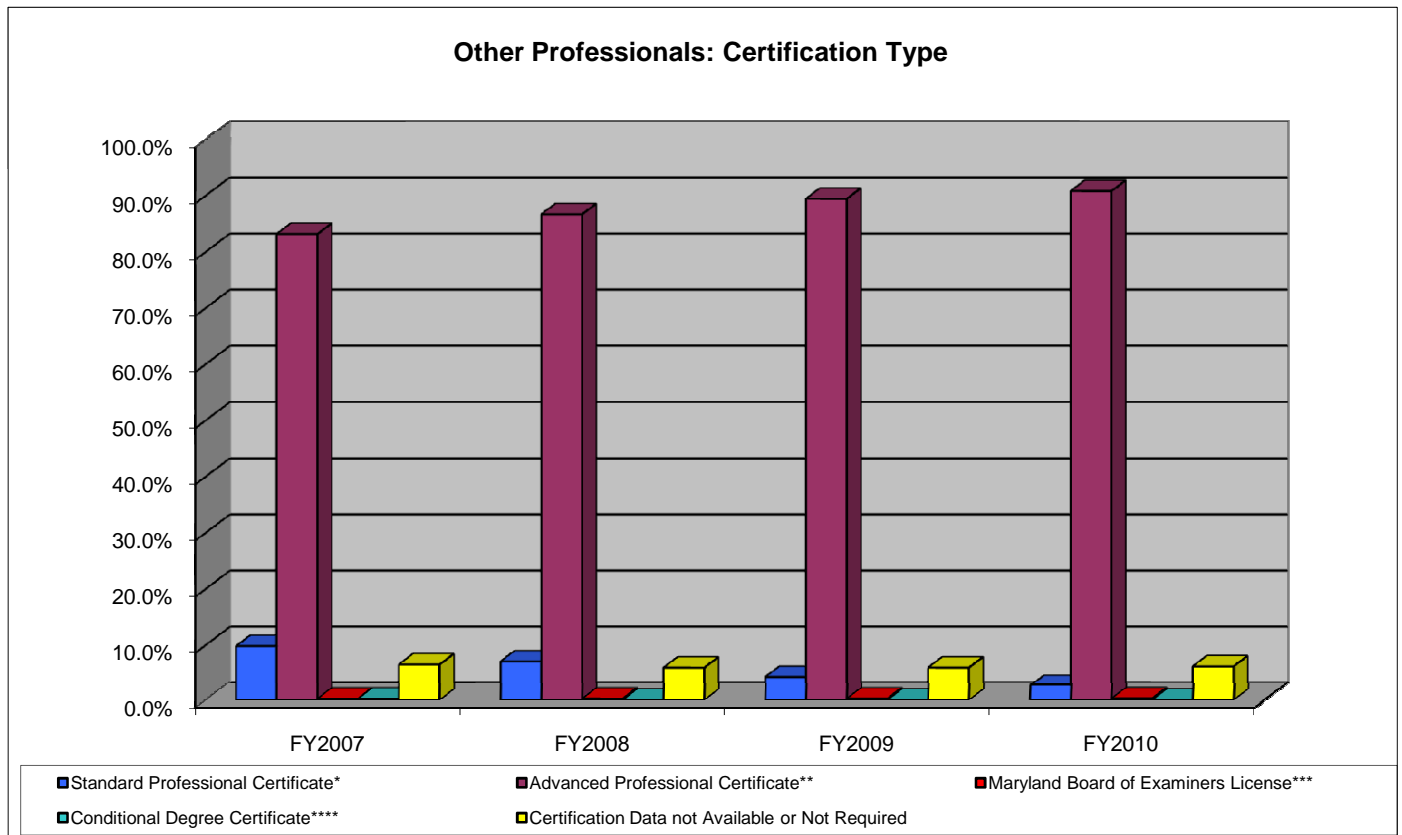
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for speech pathologists, occupational & physical therapists, and social workers hired by MCPS.

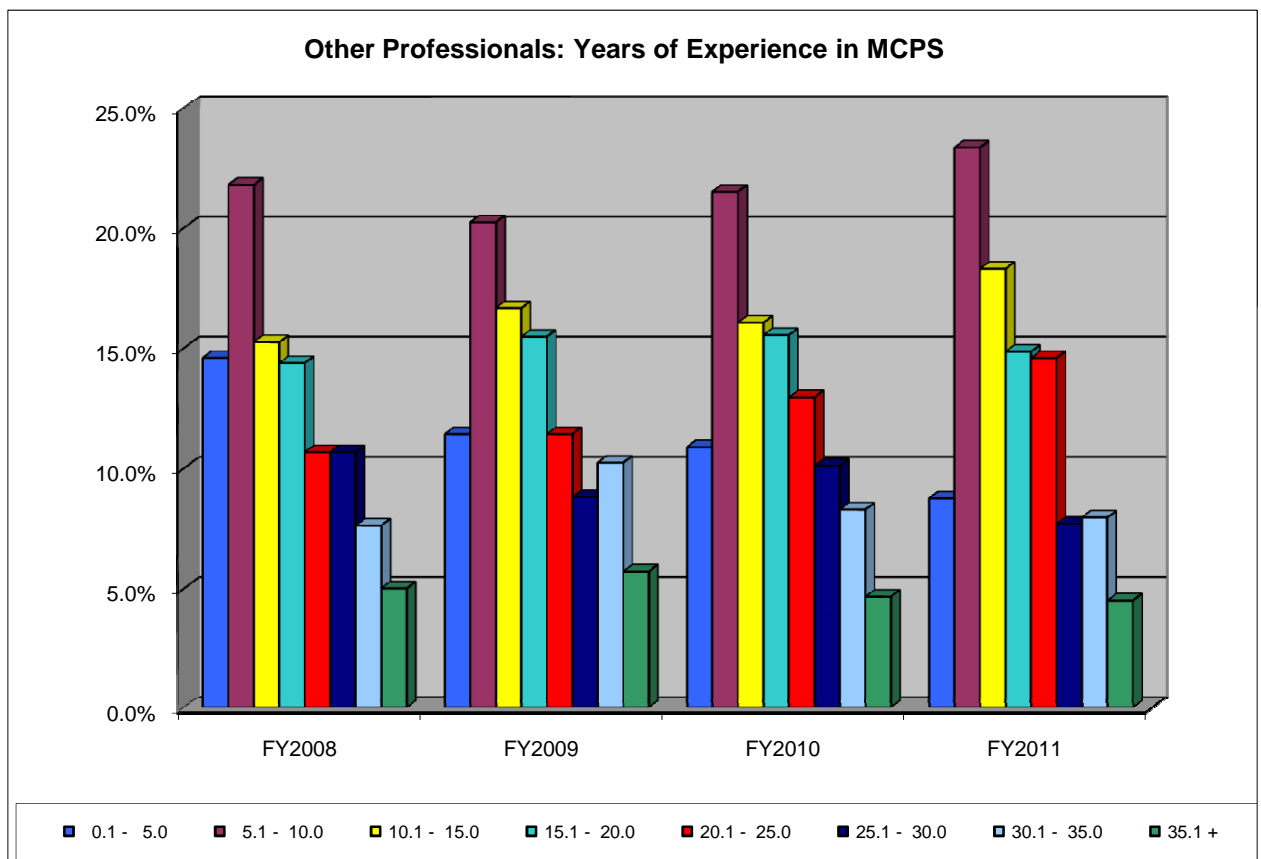
\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.



## Other Professionals: Years of Experience in MCPS

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	67	14.6%	48	11.4%	42	10.9%	33	8.8%
5.1 - 10.0	100	21.8%	85	20.2%	83	21.5%	88	23.3%
10.1 - 15.0	70	15.3%	70	16.7%	62	16.1%	69	18.3%
15.1 - 20.0	66	14.4%	65	15.5%	60	15.5%	56	14.9%
20.1 - 25.0	49	10.7%	48	11.4%	50	13.0%	55	14.6%
25.1 - 30.0	49	10.7%	37	8.8%	39	10.1%	29	7.7%
30.1 - 35.0	35	7.6%	43	10.2%	32	8.3%	30	8.0%
35.1 +	23	5.0%	24	5.7%	18	4.7%	17	4.5%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>

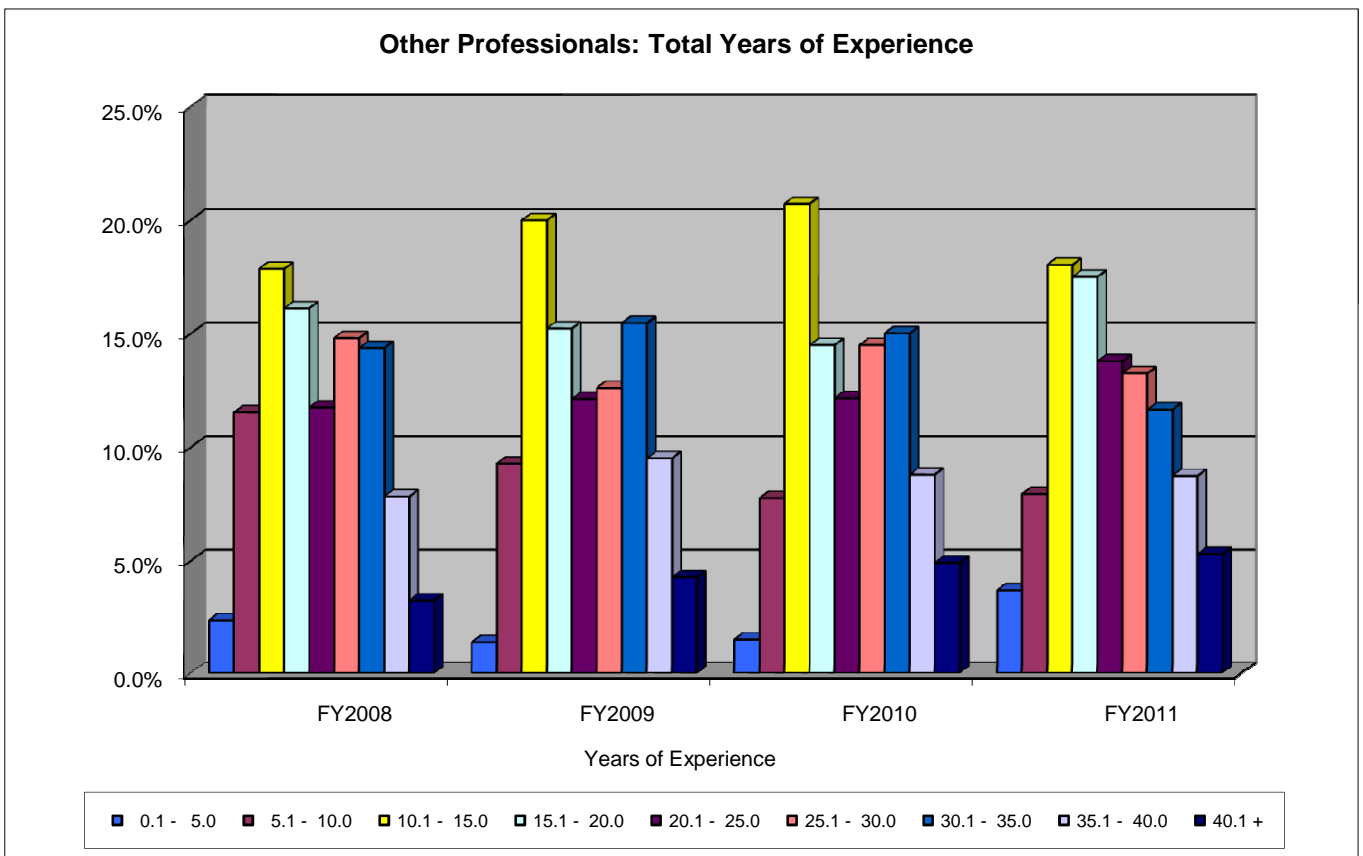
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Other Professionals: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	11	2.4%	6	1.4%	6	1.6%	14	3.7%
5.1 - 10.0	53	11.5%	39	9.3%	30	7.8%	30	8.0%
10.1 - 15.0	82	17.9%	84	20.0%	80	20.7%	68	18.0%
15.1 - 20.0	74	16.1%	64	15.2%	56	14.5%	66	17.5%
20.1 - 25.0	54	11.8%	51	12.1%	47	12.2%	52	13.8%
25.1 - 30.0	68	14.8%	53	12.6%	56	14.5%	50	13.3%
30.1 - 35.0	66	14.4%	65	15.5%	58	15.0%	44	11.7%
35.1 - 40.0	36	7.8%	40	9.5%	34	8.8%	33	8.8%
40.1 +	15	3.3%	18	4.3%	19	4.9%	20	5.3%
<b>TOTAL</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>377</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



## Other Professionals: Salary Schedule Placement

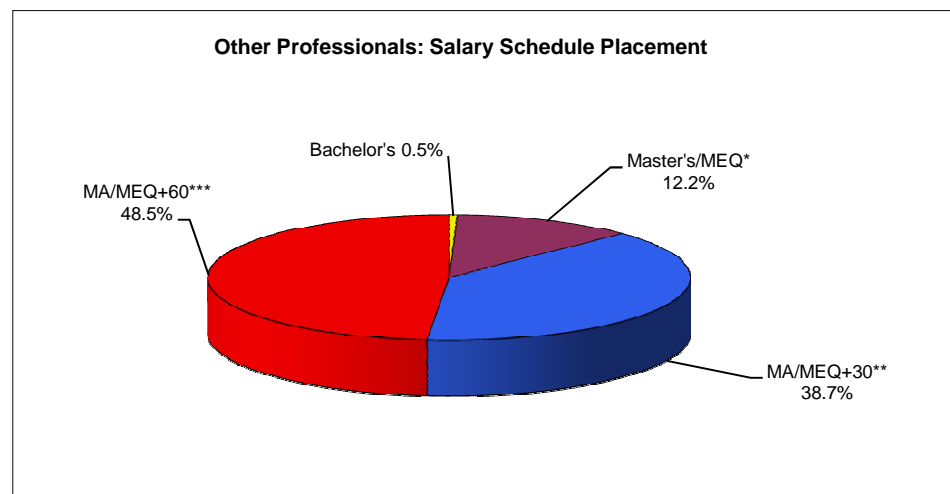
	FY2011									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
Step	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	8	5.5%	0	0.0%	8	2.1%
2	0	0.0%	0	0.0%	1	0.7%	1	0.5%	2	0.5%
3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4	0	0.0%	0	0.0%	2	1.4%	1	0.5%	3	0.8%
5	0	0.0%	3	6.5%	0	0.0%	1	0.5%	4	1.1%
6	0	0.0%	4	8.7%	0	0.0%	0	0.0%	4	1.1%
7	0	0.0%	3	6.5%	1	0.7%	1	0.5%	5	1.3%
8	0	0.0%	0	0.0%	4	2.7%	4	2.2%	8	2.1%
9	0	0.0%	4	8.7%	3	2.1%	3	1.6%	10	2.7%
10	2	100.0%	0	0.0%	4	2.7%	4	2.2%	10	2.7%
11	0	0.0%	1	2.2%	5	3.4%	4	2.2%	10	2.7%
12	0	0.0%	2	4.3%	8	5.5%	8	4.4%	18	4.8%
13	0	0.0%	1	2.2%	9	6.2%	9	4.9%	19	5.0%
14	0	0.0%	4	8.7%	5	3.4%	8	4.4%	17	4.5%
15	0	0.0%	1	2.2%	11	7.5%	10	5.5%	22	5.8%
16	0	0.0%	2	4.3%	9	6.2%	4	2.2%	15	4.0%
17	0	0.0%	1	2.2%	3	2.1%	7	3.8%	11	2.9%
18	0	0.0%	0	0.0%	5	3.4%	8	4.4%	13	3.4%
19 - 24	0	0.0%	10	21.7%	20	13.7%	39	21.3%	69	18.3%
25	0	0.0%	10	21.7%	48	32.9%	71	38.8%	129	34.2%
<b>TOTAL</b>	<b>2</b>	<b>0.5%</b>	<b>46</b>	<b>12.2%</b>	<b>146</b>	<b>38.7%</b>	<b>183</b>	<b>48.5%</b>	<b>377</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## Other Professionals: Annual Salary FY2011

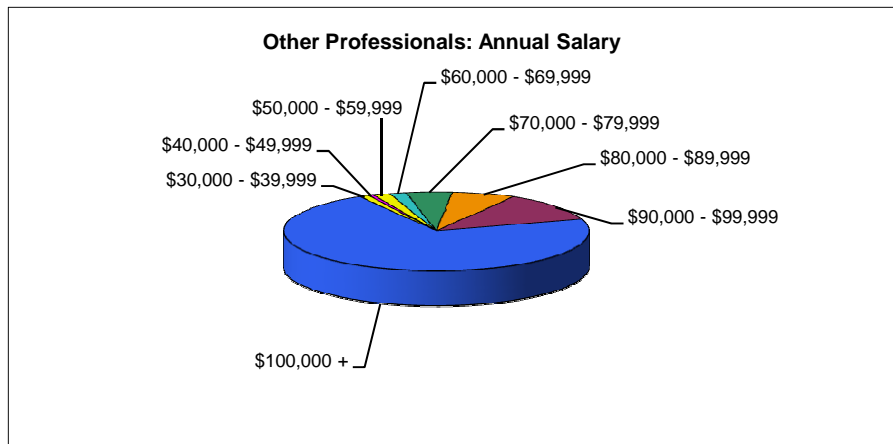
Annual Salary	Number	Percent
Less than \$39,999	3	0.8%
\$40,000 - \$44,999	1	0.3%
\$45,000 - \$49,999	4	1.1%
\$50,000 - \$54,999	3	0.8%
\$55,000 - \$59,999	3	0.8%
\$60,000 - \$64,999	8	2.1%
\$65,000 - \$69,999	6	1.6%
\$70,000 - \$74,999	12	3.2%
\$75,000 - \$79,999	7	1.9%
\$80,000 - \$84,999	7	1.9%
\$85,000 - \$89,999	18	4.8%
\$90,000 - \$94,999	14	3.7%
\$95,000 - \$99,999	30	8.0%
\$100,000 - \$104,999	25	6.6%
\$105,000 - \$109,999	26	6.9%
\$110,000 +	210	55.7%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>

Data as of October 15, 2010.

Other Professionals: Average Salaries*		
FY2011		\$107,523
FY2010		\$109,470
FY2009		\$106,204
FY 2008		\$102,108

\*Average salary calculation: Salaries/filled FTE.

- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



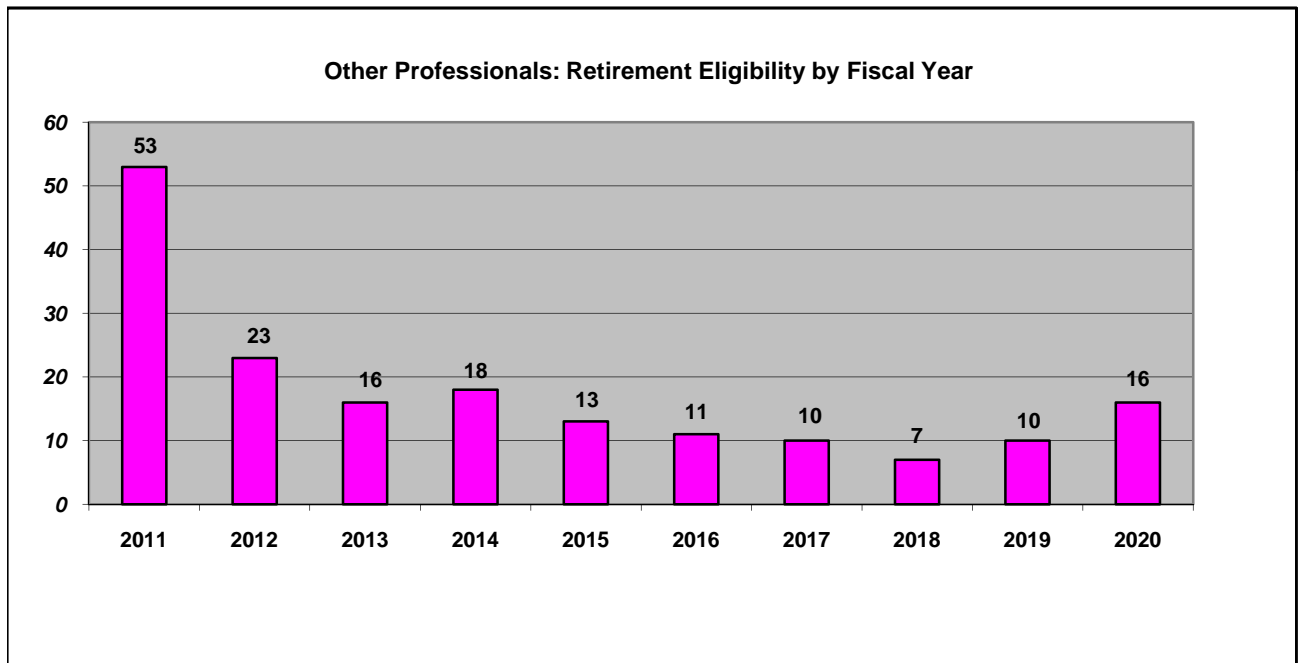
## Other Professionals: Retirement Eligibility

Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2011	53	13.9%
2012	23	6.0%
2013	16	4.2%
2014	18	4.7%
2015	13	3.4%
2016	11	2.9%
2017	10	2.6%
2018	7	1.8%
2019	10	2.6%
2020	16	4.2%
<b>Eligible within 10 years</b>	<b>177</b>	<b>46.3%</b>
<b>Total Other Professionals</b>	<b>382</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**10-Month Montgomery County Education Association Personnel (MCEA) – New Teachers:**

Demographic Profile (as of October 15 and June 30)

Degree

Salary Schedule Placement

Annual Salary

Total Years of Experience

Certification Type

# New Teachers: Demographic Profile

**AS OF OCTOBER 15**

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	172	19.5%	127	17.6%	100	16.1%	71	15.4%
Female	708	80.5%	594	82.4%	520	83.9%	389	84.6%
<b>TOTAL</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>	<b>460</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	651	74.0%	512	71.0%	450	72.6%	344	74.8%
African American	136	15.5%	121	16.8%	77	12.4%	38	8.3%
Asian American	54	6.1%	44	6.1%	48	7.7%	41	8.9%
American Indian	2	0.2%	1	0.1%	3	0.5%	0	0.0%
Hispanic	37	4.2%	43	6.0%	42	6.8%	37	8.0%
<b>TOTAL</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>	<b>460</b>	<b>100.0%</b>
<b><u>AGE</u></b>								
Under 20 years	0	0.0%	1	0.1%	0	0.0%	0	0.0%
20 - 29 years	517	58.8%	401	55.6%	387	62.4%	269	58.5%
30 - 39 years	193	21.9%	165	22.9%	130	21.0%	88	19.1%
40 - 49 years	117	13.3%	103	14.3%	70	11.3%	65	14.1%
50 - 59 years	48	5.5%	47	6.5%	31	5.0%	31	6.7%
60+ years	5	0.6%	4	0.6%	2	0.3%	7	1.5%
<b>TOTAL</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>	<b>460</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

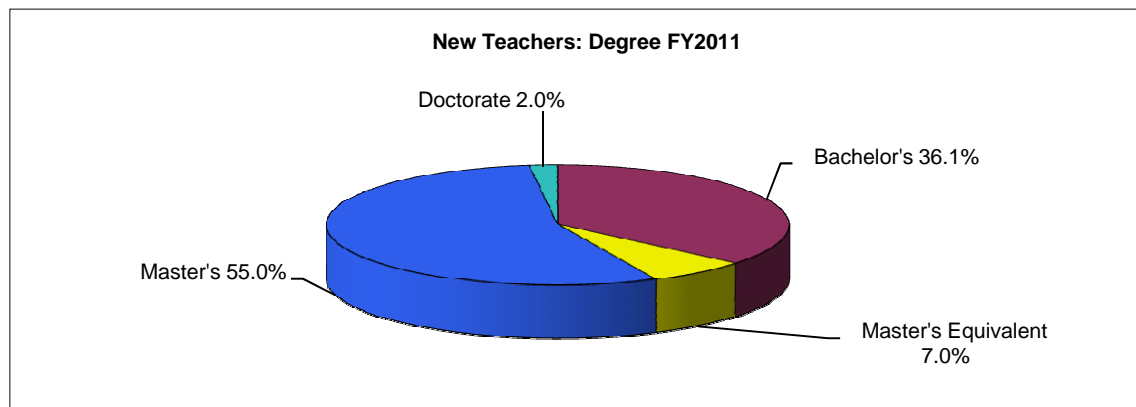
**AS OF JUNE 30**

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	270	22.0%	183	19.6%	134	17.6%	102	16.2%
Female	959	78.0%	751	80.4%	628	82.4%	526	83.8%
<b>TOTAL</b>	<b>1,229</b>	<b>100.0%</b>	<b>934</b>	<b>100.0%</b>	<b>762</b>	<b>100.0%</b>	<b>628</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	910	74.0%	689	73.8%	546	71.7%	458	72.9%
African American	202	16.4%	143	15.3%	124	16.3%	75	11.9%
Asian American	58	9.2%	59	6.3%	46	6.0%	49	7.8%
American Indian	2	0.3%	3	0.3%	1	0.1%	3	0.5%
Hispanic	57	9.1%	40	4.3%	45	5.9%	43	6.8%
<b>TOTAL</b>	<b>1,229</b>	<b>109.1%</b>	<b>934</b>	<b>100.0%</b>	<b>762</b>	<b>100.0%</b>	<b>628</b>	<b>100.0%</b>
<b><u>AGE</u></b>								
20 - 29 years	692	56.3%	502	53.7%	377	49.5%	375	59.7%
30 - 39 years	253	20.6%	234	25.1%	205	26.9%	138	22.0%
40 - 49 years	165	26.3%	119	12.7%	119	15.6%	76	12.1%
50 - 59 years	106	16.9%	72	7.7%	51	6.7%	35	5.6%
60+ years	13	2.1%	7	0.7%	10	1.3%	4	0.6%
<b>TOTAL</b>	<b>1,229</b>	<b>122.1%</b>	<b>934</b>	<b>100.0%</b>	<b>762</b>	<b>100.0%</b>	<b>628</b>	<b>100.0%</b>

# New Teachers: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	207	51.8%	154	43.8%	171	48.2%	109	43.8%
Master's Equivalent	17	4.3%	21	6.0%	17	4.8%	10	4.0%
Master's	175	43.8%	177	50.3%	165	46.5%	128	51.4%
Doctorate	1	0.3%	0	0.0%	2	0.6%	2	0.8%
<b>TOTAL</b>	<b>400</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>355</b>	<b>100.0%</b>	<b>249</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	63	29.3%	45	24.9%	35	30.4%	34	38.6%
Master's Equivalent	12	5.6%	9	5.0%	6	5.2%	10	11.4%
Master's	138	64.2%	124	68.5%	74	64.3%	41	46.6%
Doctorate	2	0.9%	3	1.7%	0	0.0%	3	3.4%
<b>TOTAL</b>	<b>215</b>	<b>100.0%</b>	<b>181</b>	<b>100.0%</b>	<b>115</b>	<b>100.0%</b>	<b>88</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	1	0.8%	0	0.0%
Bachelor's	69	30.0%	50	30.3%	24	19.7%	19	20.0%
Master's Equivalent	21	9.1%	12	7.3%	7	5.7%	10	10.5%
Master's	138	60.0%	101	61.2%	85	69.7%	62	65.3%
Doctorate	2	0.9%	2	1.2%	5	4.1%	4	4.2%
<b>TOTAL</b>	<b>230</b>	<b>100.0%</b>	<b>165</b>	<b>100.0%</b>	<b>122</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	7	20.0%	5	21.7%	4	14.3%	4	14.3%
Master's Equivalent	3	8.6%	2	8.7%	10	35.7%	2	7.1%
Master's	25	71.4%	16	69.6%	14	50.0%	22	78.6%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>23</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>ALL NEW TEACHERS</b>								
Non-degree	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Bachelor's	346	39.3%	254	35.2%	234	37.7%	166	36.1%
Master's Equivalent	53	6.0%	44	6.1%	31	5.0%	32	7.0%
Master's	476	54.1%	418	58.0%	347	56.0%	253	55.0%
Doctorate	5	0.6%	5	0.7%	7	1.1%	9	2.0%
<b>GRAND TOTAL</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>	<b>460</b>	<b>100.0%</b>

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



# New Teachers: Salary Schedule Placement

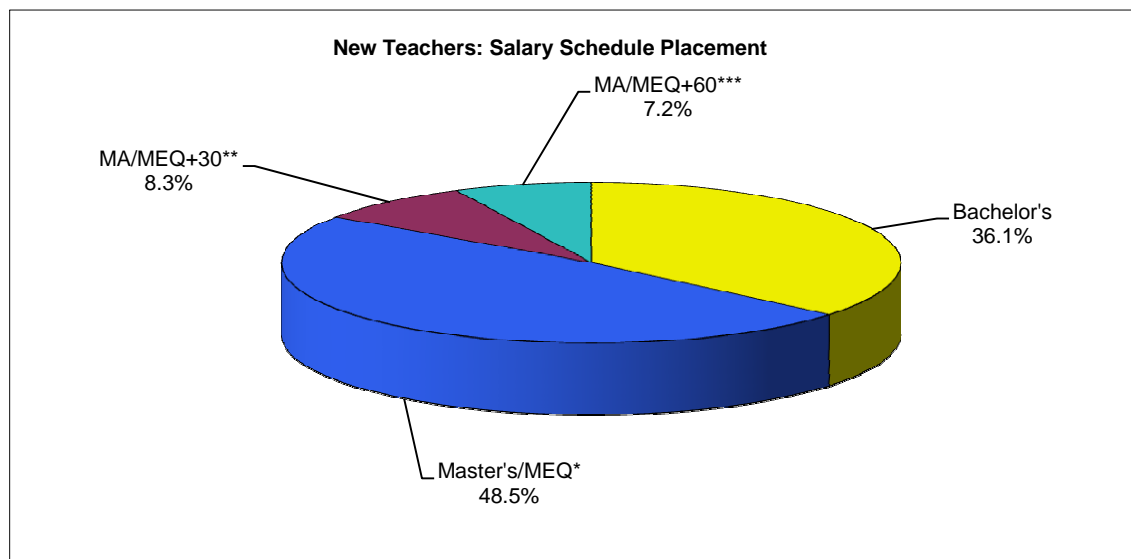
	FY2011									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
Step	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	138	83.1%	153	68.6%	15	39.5%	17	51.5%	323	70.2%
2	3	1.8%	7	3.1%	2	5.3%	1	3.0%	13	2.8%
3	5	3.0%	9	4.0%	0	0.0%	1	3.0%	15	3.3%
4	4	2.4%	6	2.7%	1	2.0%	0	0.0%	11	2.4%
5	3	1.8%	12	5.4%	1	2.6%	1	3.0%	17	3.7%
6	1	0.6%	1	0.4%	2	5.3%	2	6.1%	6	1.3%
7	12	7.2%	8	3.6%	1	2.6%	0	0.0%	21	4.6%
8	0	0.0%	4	1.8%	1	2.6%	1	3.0%	6	1.3%
9	0	0.0%	22	9.9%	2	5.3%	1	3.0%	25	5.4%
10	0	0.0%	0	0.0%	1	2.6%	3	9.1%	4	0.9%
11	0	0.0%	0	0.0%	11	28.9%	6	18.2%	17	3.7%
12	0	0.0%	1	0.4%	0	0.0%	0	0.0%	1	0.2%
13	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
15	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
16	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
17	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
19-24	0	0.0%	0	0.0%	1	2.6%	0	0.0%	1	0.2%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>166</b>	<b>36.1%</b>	<b>223</b>	<b>48.5%</b>	<b>38</b>	<b>8.3%</b>	<b>33</b>	<b>7.2%</b>	<b>460</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## New Teachers: Annual Salary FY2011

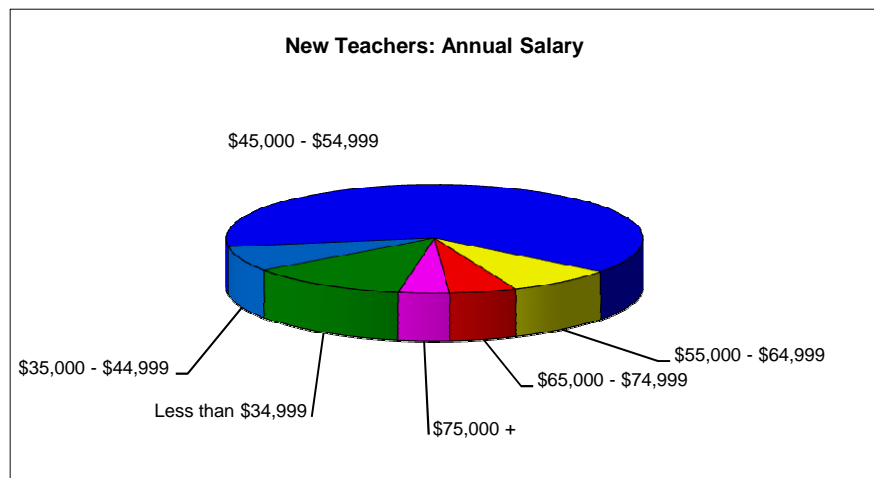
Annual Salary	Number	Percent
Less than \$29,999	40	8.7%
\$30,000 - \$34,999	17	3.7%
\$35,000 - \$39,999	19	4.1%
\$40,000 - \$44,999	15	3.3%
\$45,000 - \$49,999	117	25.4%
\$50,000 - \$54,999	172	37.4%
\$55,000 - \$59,999	24	5.2%
\$60,000 - \$64,999	14	3.0%
\$65,000 - \$69,999	22	4.8%
\$70,000 - \$74,999	2	0.4%
\$75,000 - \$79,999	16	3.5%
\$80,000 +	2	0.4%
<b>TOTAL</b>	<b>460</b>	<b>100.0%</b>

Data as of October 15, 2010.

New Teachers: Average Salaries*	
FY2011	\$53,156
FY 2010	\$53,612
FY2009	\$51,300
FY 2008	\$50,132

\* Average salary calculation: Salaries/filled FTE.

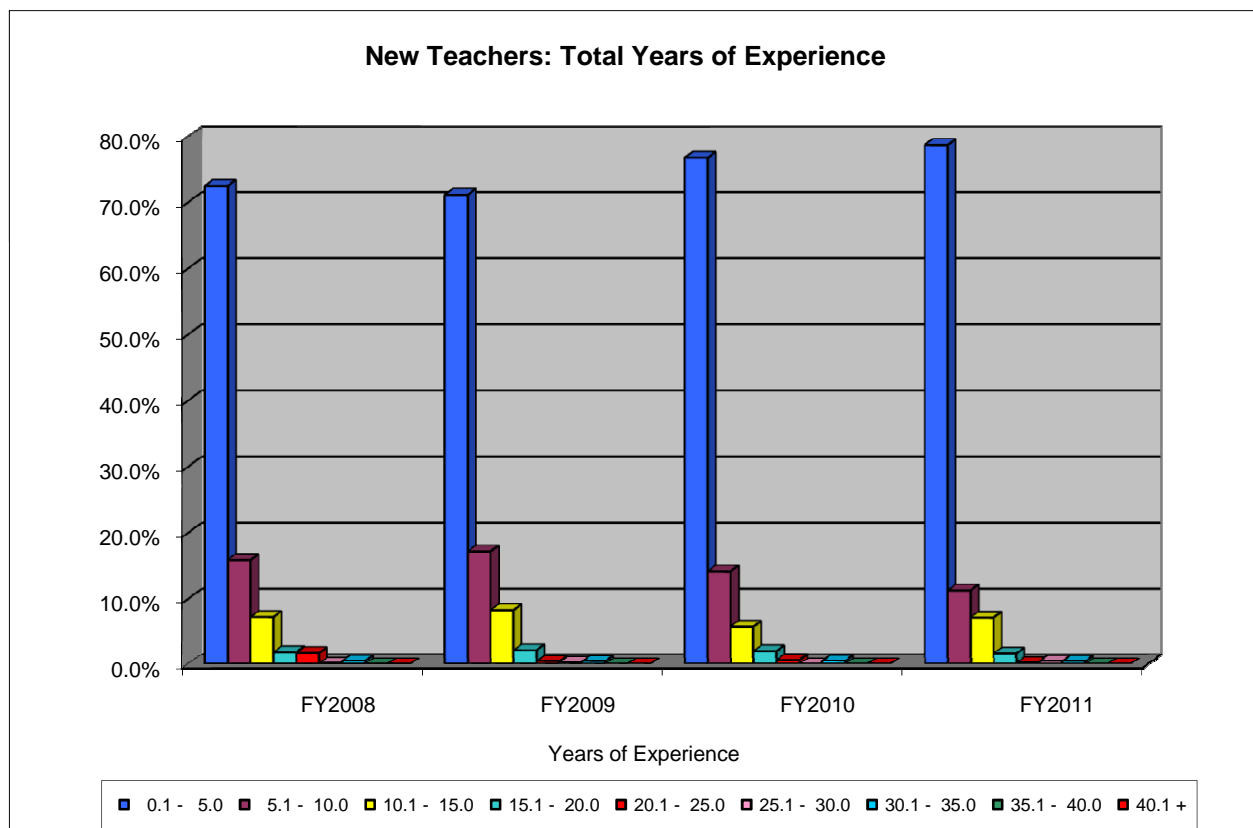
- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



# New Teachers: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	638	72.5%	513	71.2%	476	76.8%	362	78.7%
5.1 - 10.0	140	15.9%	124	17.2%	88	14.2%	52	11.3%
10.1 - 15.0	64	7.3%	60	8.3%	36	5.8%	33	7.2%
15.1 - 20.0	17	1.9%	16	2.2%	13	2.1%	8	1.7%
20.1 - 25.0	16	1.8%	3	0.4%	4	0.6%	1	0.2%
25.1 - 30.0	1	0.1%	2	0.3%	0	0.0%	2	0.4%
30.1 - 35.0	4	0.5%	3	0.4%	3	0.5%	2	0.4%
35.1 - 40.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>	<b>460</b>	<b>100.0%</b>

1. Data includes years worked as a teacher in another school district.



# New Teachers: Certification Type

Fiscal Year	Number of New Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2007	1,229	781	63.5%	240	19.5%	20	1.6%	134	10.9%	13	1.1%	40	3.3%
FY2008	934	618	66.2%	232	24.8%	19	2.0%	57	6.1%	6	0.6%	2	0.2%
FY2009	762	492	64.6%	180	23.6%	39	5.1%	39	5.1%	0	0.0%	2	0.3%
FY2010	628	443	70.5%	129	20.5%	41	6.5%	8	1.3%	7	1.1%	0	0.0%

1. Certification data is not complete in the HR system until February. Data was collected in June of the fiscal year.

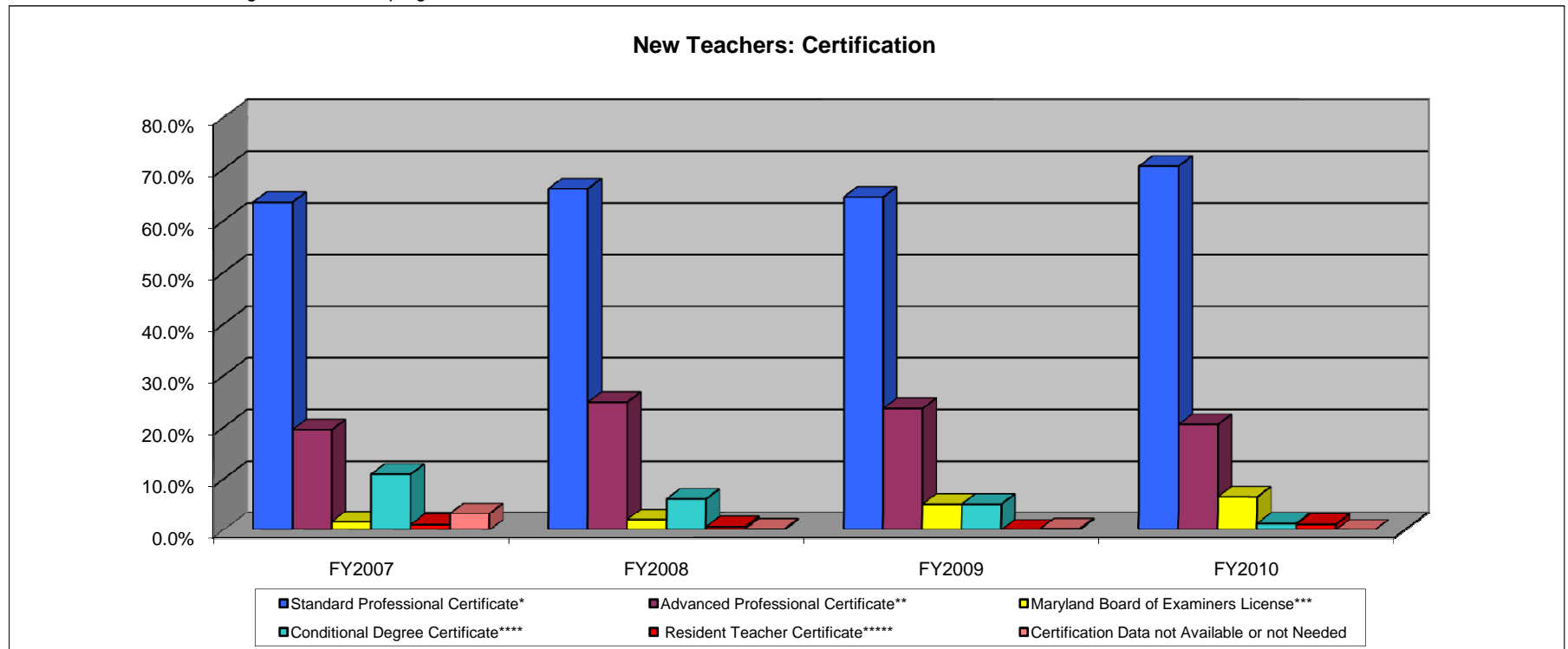
\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

\*\*\*\*\* Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.



**10-Month Montgomery County Education Association Personnel (MCEA) - Teachers:**

Retention of Teachers  
Demographic Profile  
Gender by School Type  
Degree by School Type  
Years of Experience in MCPS  
Total Years of Experience  
Salary Schedule Placement  
Annual Salary  
Certification Type  
Turnover  
Retirement Eligibility

# RETENTION OF TEACHERS

(new hire data based on fiscal year)

## Terminations only

		Number of Teachers Hired	FY1999		FY2000		FY2001		FY2002		FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		FY2010		Total # of Terminations	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	FY1999	1,221	119	9.7%	97	7.9%	37	3.0%	48	3.9%	45	3.7%	44	3.6%	42	3.4%	48	3.9%	23	1.9%	23	1.9%	11	0.9%	12	1.0%	549	45.0%
	FY2000	1,241			144	11.6%	79	6.4%	92	7.4%	56	4.5%	65	5.2%	40	3.2%	51	4.1%	27	2.2%	18	1.5%	19	1.5%	13	1.0%	604	48.7%
	FY2001	1,258					115	9.1%	112	8.9%	89	7.1%	80	6.4%	72	5.7%	44	3.5%	20	1.6%	35	2.8%	15	1.2%	14	1.1%	596	47.4%
	FY2002	1,275							160	12.5%	100	7.8%	84	6.6%	73	5.7%	37	2.9%	41	3.2%	27	2.1%	15	1.2%	16	1.3%	553	43.4%
	FY2003	1,094									132	12.1%	83	7.6%	91	8.3%	57	5.2%	39	3.6%	30	2.7%	25	2.3%	15	1.4%	472	43.1%
	FY2004	945											93	9.8%	111	11.7%	61	6.5%	32	3.4%	30	3.2%	24	2.5%	19	2.0%	370	39.2%
	FY2005	1,117													103	9.2%	102	9.1%	71	6.4%	45	4.0%	28	2.5%	26	2.3%	375	33.6%
	FY2006	1,297															156	12.0%	124	9.6%	86	6.6%	24	1.9%	29	2.2%	419	32.3%
	FY2007	1,256																	121	9.6%	121	9.6%	56	4.5%	38	3.0%	336	26.8%
	FY2008	1,236																			102	8.3%	63	5.1%	43	3.5%	208	16.8%
	FY2009	777																					59	7.6%	43	5.5%	102	13.1%
	FY2010	639																							31	4.9%	31	4.9%
	Totals	13,356																									4,584	34.3%

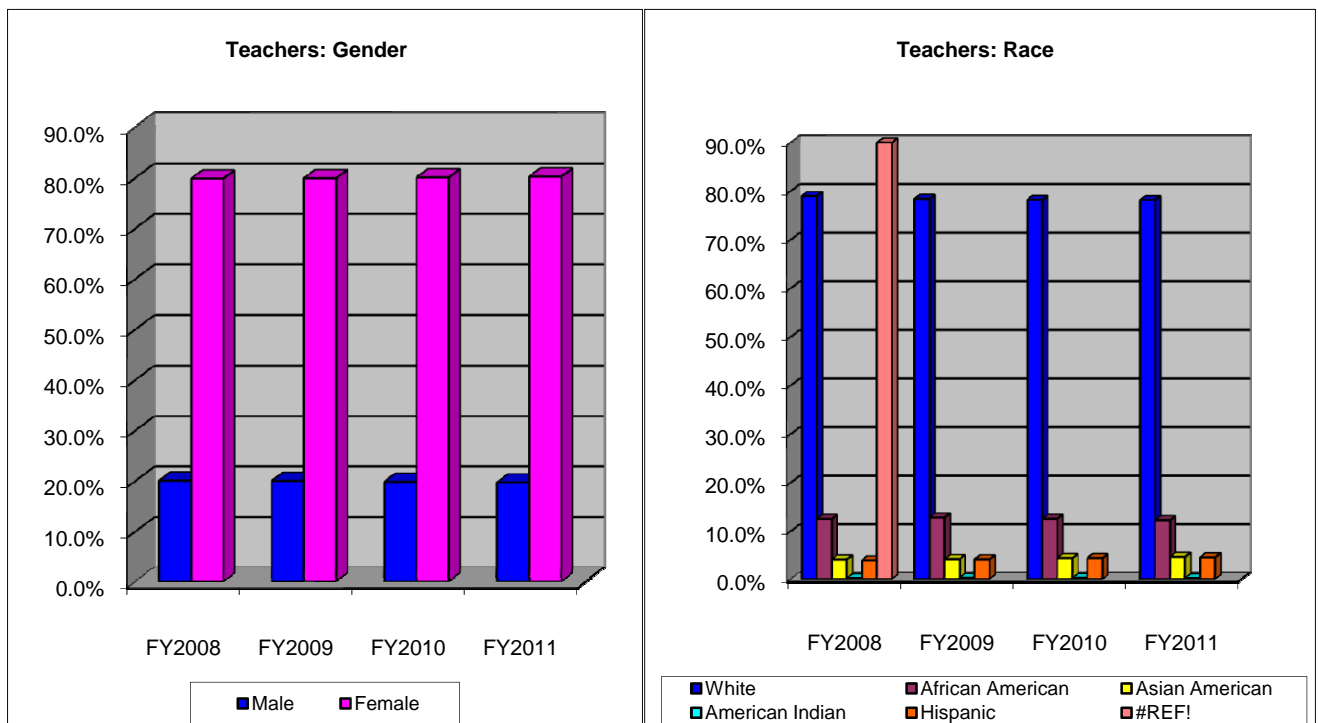
1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.
2. This chart does not include retirements.

# Teachers: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	2,322	20.1%	2,305	20.0%	2,321	19.9%	2,278	19.7%
Female	9,222	79.9%	9,192	80.0%	9,352	80.1%	9,272	80.3%
<b>TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	9,119	79.0%	9,018	78.4%	9,132	78.2%	9,030	78.2%
African American	1,450	12.6%	1,473	12.8%	1,467	12.6%	1,421	12.3%
Asian American	487	4.2%	492	4.3%	523	4.5%	543	4.7%
American Indian	24	0.2%	27	0.2%	28	0.2%	23	0.2%
Hispanic	464	4.0%	487	4.2%	523	4.5%	533	4.6%
<b>TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>
<b><u>Average Age</u></b>	41.8		42.1		41.3		41.6	
<b><u>AGE</u></b>								
Under 20 years			1	0.0%		0.0%	8	0.07%
20 - 29 years	2,571	22.3%	2,395	20.8%	2,316	19.8%	2,823	24.4%
30 - 39 years	3,053	26.4%	3,138	27.3%	3,242	27.8%	3,156	27.3%
40 - 49 years	2,388	20.7%	2,382	20.7%	2,484	21.3%	2,436	21.1%
50 - 59 years	2,701	23.4%	2,704	23.5%	2,631	22.5%	2,530	21.9%
60+ years	831	7.2%	877	7.6%	1,000	8.6%	597	5.2%
<b>TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



# Teachers: Gender by School Type

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Male	474	8.9%	470	8.8%	482	8.8%	481	8.8%
Female	4,868	91.1%	4,867	91.2%	4,990	91.2%	5,016	91.2%
<b>TOTAL</b>	<b>5,342</b>	<b>100.0%</b>	<b>5,337</b>	<b>100.0%</b>	<b>5,472</b>	<b>100.0%</b>	<b>5,497</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Male	608	25.1%	586	24.5%	587	24.3%	580	24.9%
Female	1,810	74.9%	1,807	75.5%	1,828	75.7%	1,751	75.1%
<b>TOTAL</b>	<b>2,418</b>	<b>100.0%</b>	<b>2,393</b>	<b>100.0%</b>	<b>2,415</b>	<b>100.0%</b>	<b>2,331</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Male	1,166	36.7%	1,177	37.1%	1,180	37.3%	1,150	37.2%
Female	2,008	63.3%	1,993	62.9%	1,985	62.7%	1,945	62.8%
<b>TOTAL</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,170</b>	<b>100.0%</b>	<b>3,165</b>	<b>100.0%</b>	<b>3,095</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</u></b>								
Male	74	12.1%	72	12.1%	72	11.6%	67	10.7%
Female	536	87.9%	525	87.9%	549	88.4%	560	89.3%
<b>TOTAL</b>	<b>610</b>	<b>100.0%</b>	<b>597</b>	<b>100.0%</b>	<b>621</b>	<b>100.0%</b>	<b>627</b>	<b>100.0%</b>
<b><u>ALL TEACHERS</u></b>								
Male	2,322	20.1%	2,305	20.0%	2,321	19.9%	2,278	19.7%
Female	9,222	79.9%	9,192	80.0%	9,352	80.1%	9,272	80.3%
<b>GRAND TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>

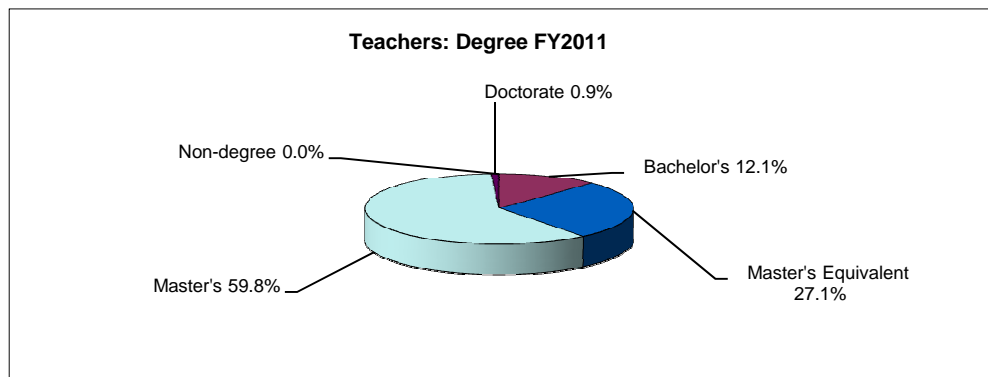
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

# Teachers: Degree by School Type

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	3	0.1%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	1,154	21.6%	1,036	19.4%	994	18.2%	884	16.1%
Master's Equivalent	1,527	28.6%	1,506	28.2%	1,504	27.5%	1,503	27.3%
Master's	2,635	49.3%	2,774	52.0%	2,954	54.0%	3,089	56.2%
Doctorate	23	0.4%	21	0.4%	20	0.4%	21	0.4%
<b>TOTAL</b>	<b>5,342</b>	<b>100.0%</b>	<b>5,337</b>	<b>100.0%</b>	<b>5,472</b>	<b>100.0%</b>	<b>5,497</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Non-degree	4	0.2%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	350	14.5%	302	12.6%	264	10.9%	236	10.1%
Master's Equivalent	714	29.5%	678	28.3%	666	27.6%	633	27.2%
Master's	1,328	54.9%	1,394	58.3%	1,468	60.8%	1,444	61.9%
Doctorate	22	0.9%	19	0.8%	17	0.7%	18	0.8%
<b>TOTAL</b>	<b>2,418</b>	<b>100.0%</b>	<b>2,393</b>	<b>100.0%</b>	<b>2,415</b>	<b>100.0%</b>	<b>2,331</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	4	0.1%	5	0.2%	4	0.1%	5	0.2%
Bachelor's	403	12.7%	362	11.4%	301	9.5%	247	8.0%
Master's Equivalent	916	28.9%	892	28.1%	902	28.5%	893	28.9%
Master's	1,806	56.9%	1,865	58.8%	1,904	60.2%	1,895	61.2%
Doctorate	45	1.4%	46	1.5%	54	1.7%	55	1.8%
<b>TOTAL</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,170</b>	<b>100.0%</b>	<b>3,165</b>	<b>100.0%</b>	<b>3,095</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	51	8.4%	46	7.7%	40	6.4%	35	5.6%
Master's Equivalent	112	18.4%	108	18.1%	104	16.7%	105	16.7%
Master's	434	71.1%	431	72.2%	465	74.9%	476	75.9%
Doctorate	13	2.1%	12	2.0%	12	1.9%	11	1.8%
<b>TOTAL</b>	<b>610</b>	<b>100.0%</b>	<b>597</b>	<b>100.0%</b>	<b>621</b>	<b>100.0%</b>	<b>627</b>	<b>100.0%</b>
<b>ALL TEACHERS</b>								
Non-degree	11	0.1%	5	0.0%	4	0.0%	5	0.0%
Bachelor's	1,958	17.0%	1,746	15.2%	1,599	13.7%	1,402	12.1%
Master's Equivalent	3,269	28.3%	3,184	27.7%	3,176	27.2%	3,134	27.1%
Master's	6,203	53.7%	6,464	56.2%	6,791	58.2%	6,904	59.8%
Doctorate	103	0.9%	98	0.9%	103	0.9%	105	0.9%
<b>GRAND TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>

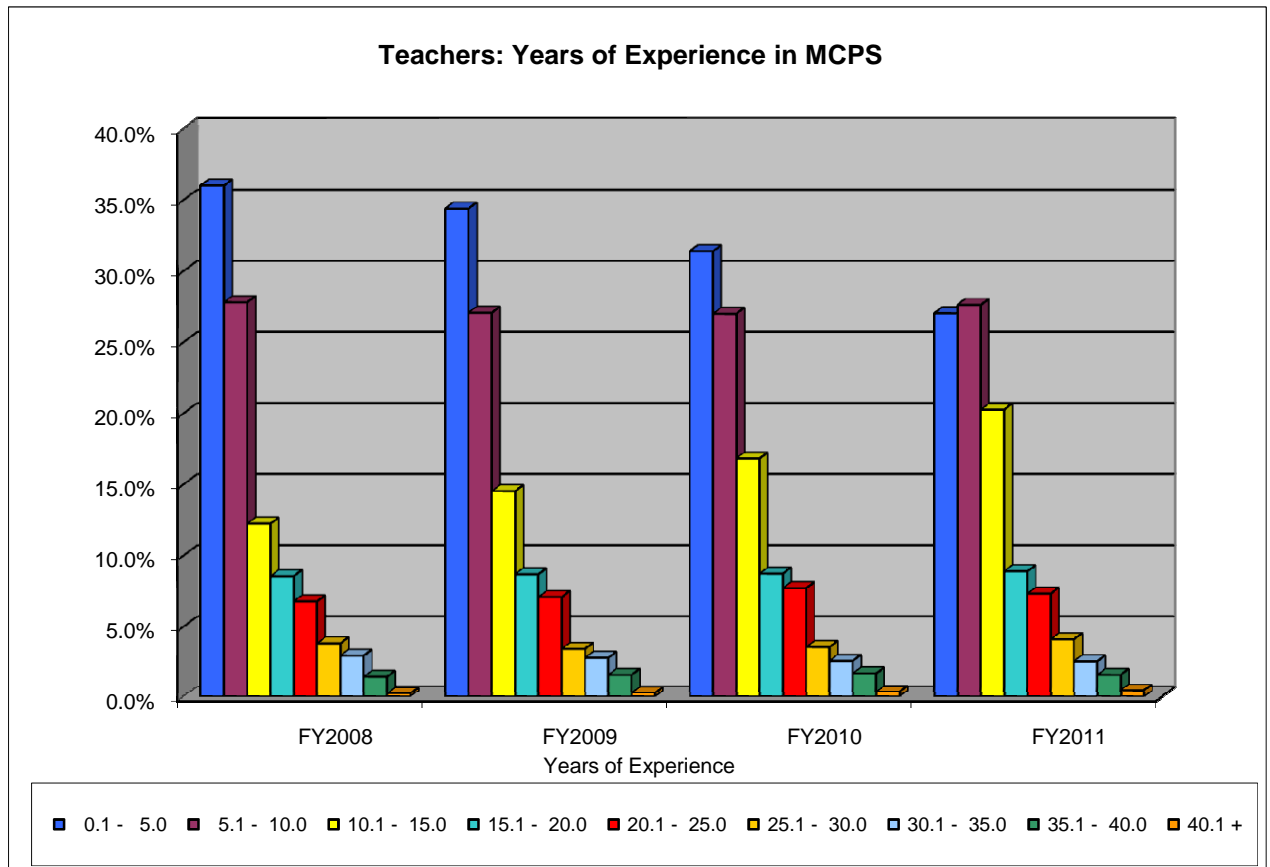
1. Data was captured on October 15.



## Teachers: Years of Experience in MCPS

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	4,159	36.0%	3,956	34.4%	3,667	31.4%	3,124	27.0%
5.1 - 10.0	3,211	27.8%	3,114	27.1%	3,153	27.0%	3,192	27.6%
10.1 - 15.0	1,416	12.3%	1,672	14.5%	1,966	16.8%	2,341	20.3%
15.1 - 20.0	989	8.6%	1,000	8.7%	1,021	8.7%	1,029	8.9%
20.1 - 25.0	784	6.8%	816	7.1%	901	7.7%	848	7.3%
25.1 - 30.0	443	3.8%	396	3.4%	418	3.6%	476	4.1%
30.1 - 35.0	343	3.0%	325	2.8%	304	2.6%	298	2.6%
35.1 - 40.0	172	1.5%	186	1.6%	201	1.7%	187	1.6%
40.1 +	27	0.2%	32	0.3%	42	0.4%	55	0.5%
<b>TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>

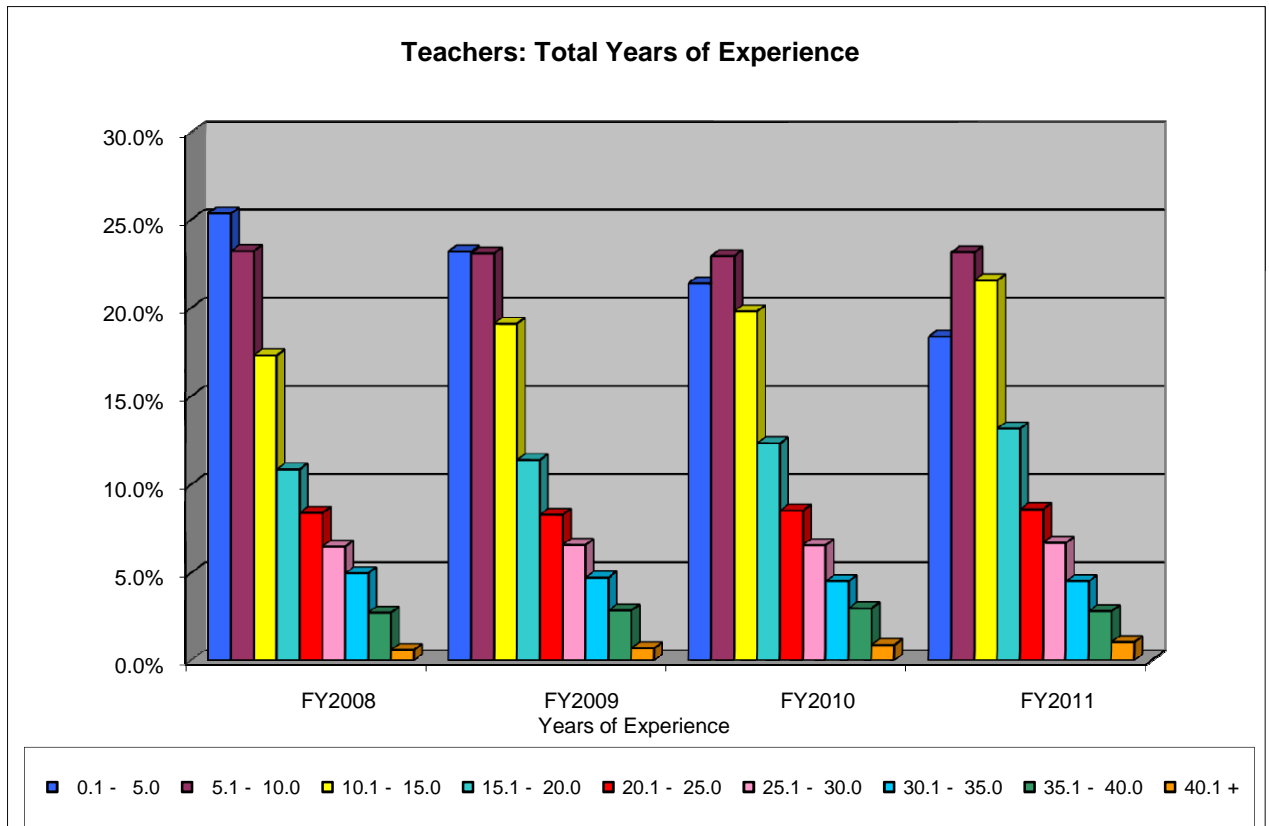
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Teachers: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,926	25.3%	2,667	23.2%	2,497	21.4%	2,122	18.4%
5.1 - 10.0	2,681	23.2%	2,654	23.1%	2,678	22.9%	2,674	23.2%
10.1 - 15.0	1,999	17.3%	2,197	19.1%	2,312	19.8%	2,490	21.6%
15.1 - 20.0	1,254	10.9%	1,310	11.4%	1,440	12.3%	1,522	13.2%
20.1 - 25.0	969	8.4%	953	8.3%	994	8.5%	993	8.6%
25.1 - 30.0	750	6.5%	757	6.6%	767	6.6%	774	6.7%
30.1 - 35.0	575	5.0%	545	4.7%	529	4.5%	523	4.5%
35.1 - 40.0	317	2.7%	330	2.9%	349	3.0%	327	2.8%
40.1 +	73	0.6%	84	0.7%	107	0.9%	125	1.1%
<b>TOTAL</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>	<b>11,550</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



# Teachers: Salary Schedule Placement

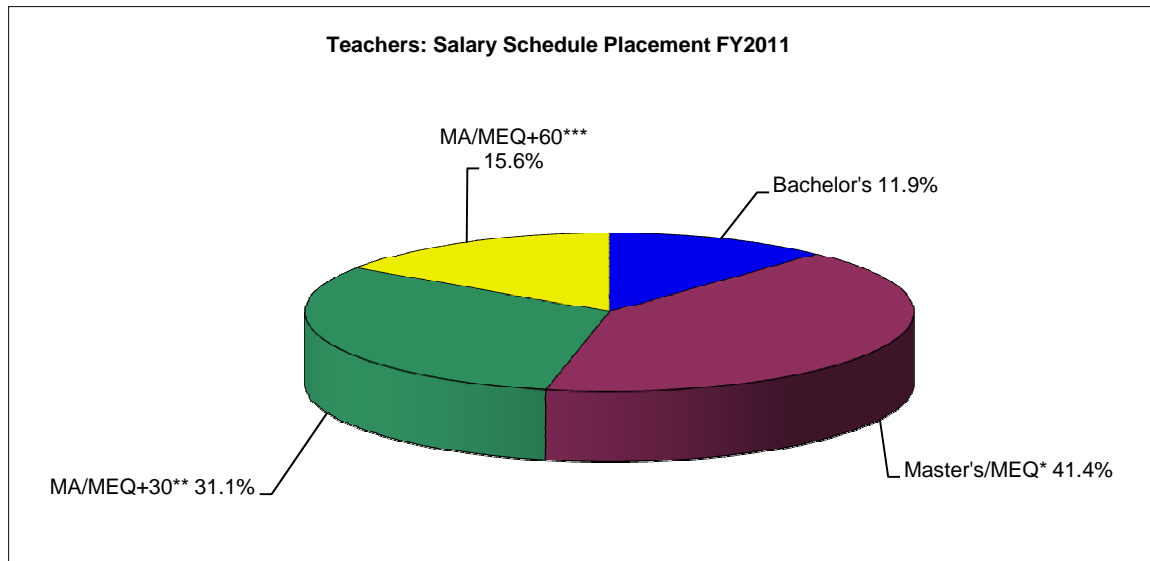
Step	FY 2011									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	307	22.3%	305	6.4%	40	1.1%	30	1.7%	682	5.9%
2	156	11.3%	176	3.7%	35	1.0%	14	0.8%	381	3.3%
3	191	13.9%	192	4.0%	63	1.8%	21	1.2%	467	4.0%
4	194	14.1%	271	5.7%	81	2.3%	33	1.8%	579	5.0%
5	158	11.5%	308	6.4%	107	3.0%	39	2.2%	612	5.3%
6	101	7.3%	277	5.8%	113	3.1%	35	1.9%	526	4.6%
7	83	6.0%	259	5.4%	143	4.0%	45	2.5%	530	4.6%
8	52	3.8%	240	5.0%	140	3.9%	45	2.5%	477	4.1%
9	44	3.2%	306	6.4%	185	5.2%	72	4.0%	607	5.3%
10	90	6.5%	307	6.4%	184	5.1%	71	3.9%	652	5.6%
11			290	6.1%	208	5.8%	78	4.3%	576	5.0%
12			242	5.1%	219	6.1%	79	4.4%	540	4.7%
13			210	4.4%	217	6.0%	88	4.9%	515	4.5%
14			176	3.7%	200	5.6%	94	5.2%	470	4.1%
15			134	2.8%	136	3.8%	87	4.8%	357	3.1%
16			136	2.8%	148	4.1%	86	4.8%	370	3.2%
17			104	2.2%	114	3.2%	84	4.7%	302	2.6%
18			79	1.7%	138	3.8%	68	3.8%	285	2.5%
19-24			376	7.9%	455	12.7%	327	18.2%	1,158	10.0%
25			397	8.3%	662	18.5%	405	22.5%	1,464	12.7%
<b>TOTAL</b>	<b>1,376</b>	<b>11.9%</b>	<b>4,785</b>	<b>41.4%</b>	<b>3,588</b>	<b>31.1%</b>	<b>1,801</b>	<b>15.6%</b>	<b>11,550</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## Teachers: Annual Salary FY2011

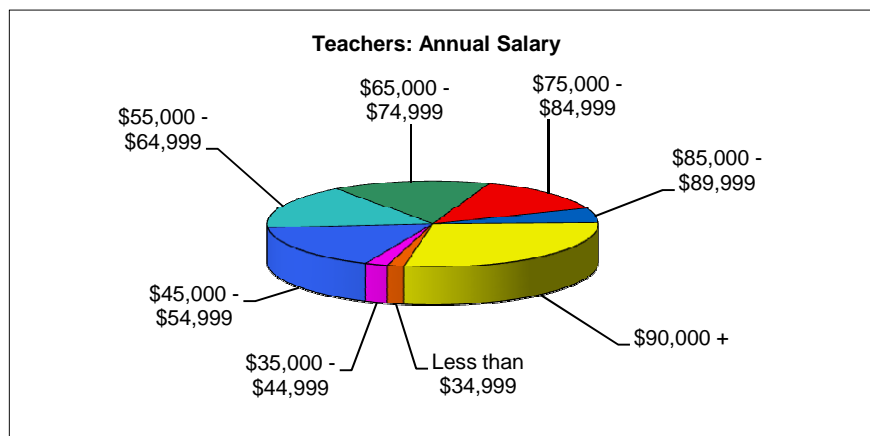
Annual Salary	Number	Percent
Less than \$29,999	107	0.9%
\$30,000 - \$34,999	86	0.7%
\$35,000 - \$39,999	116	1.0%
\$40,000 - \$44,999	140	1.2%
\$45,000 - \$49,999	858	7.4%
\$50,000 - \$54,999	1115	9.7%
\$55,000 - \$59,999	1024	8.9%
\$60,000 - \$64,999	909	7.9%
\$65,000 - \$69,999	848	7.3%
\$70,000 - \$74,999	946	8.2%
\$75,000 - \$79,999	899	7.8%
\$80,000 - \$84,999	702	6.1%
\$85,000 - \$89,999	634	5.5%
\$90,000 - \$94,999	750	6.5%
\$95,000 +	2416	20.9%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>

Data as of October 15, 2011.

Teachers: Average Salaries*	
FY 2011	\$76,176
FY 2010	\$76,486
FY 2009	\$75,500
FY 2008	\$71,030

\* Average salary calculation: Salaries/filled FTE.

1. Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
2. Data reflects the number of permanent employees by head count.



# Teachers: Certification Type

Fiscal Year	Number of Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or Not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2007	11,415	4,189	36.7%	6,703	58.7%	227	2.0%	239	2.1%	14	0.1%	43	0.4%
FY2008	11,447	4,193	36.6%	6,845	59.8%	239	2.1%	154	1.3%	6	0.1%	10	0.1%
FY2009	11,421	3,761	32.9%	7,260	63.6%	276	2.4%	103	0.9%	11	0.1%	10	0.1%
FY2010	11,574	3,442	29.7%	7,765	67.1%	316	2.7%	34	0.3%	7	0.1%	10	0.1%

1. Certification data is not complete in the HR system until February. Data was collected as of June of the fiscal year.

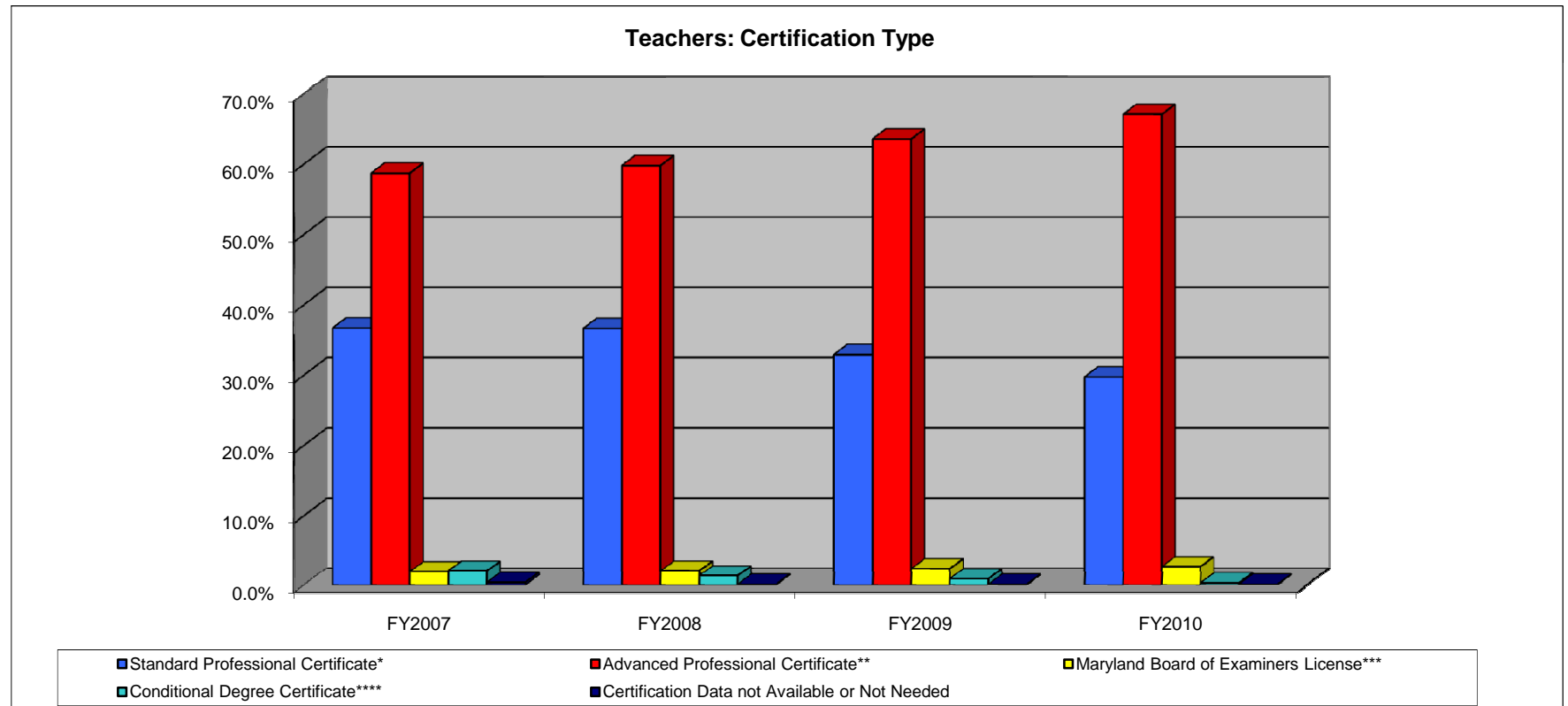
\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

\*\*\*\*\* Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.

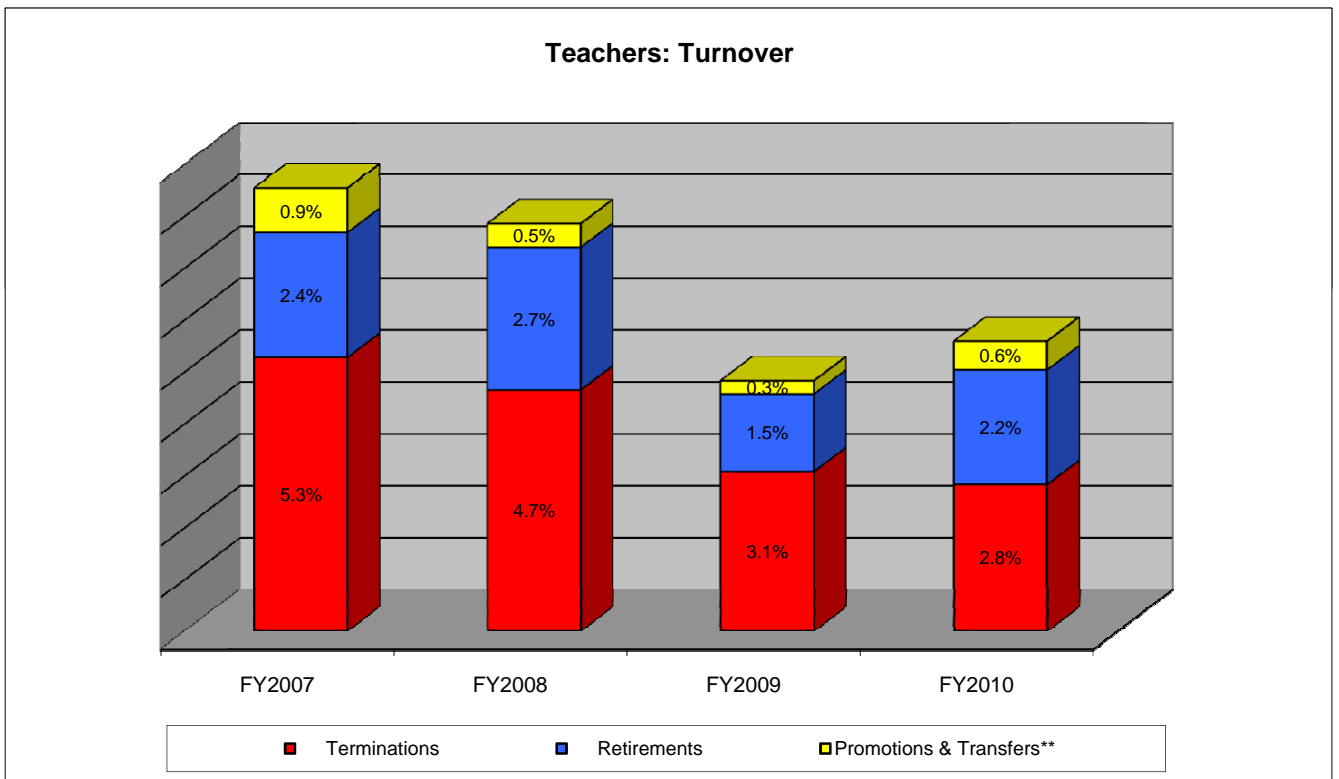


# Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	11,999	341	2.8%	265	2.2%	66	0.6%	672	5.6%
FY2009	11,905	368	3.1%	178	1.5%	30	0.3%	576	4.8%
FY2008	11,929	556	4.7%	328	2.7%	54	0.5%	938	7.9%
FY2007	11,929	631	5.3%	287	2.4%	102	0.9%	1020	8.6%

\* Total number of teachers is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be a teacher moving to a higher graded non-teacher position. A teacher moving from one school to another is not counted as a promotion. Transfer is defined to be a teacher no longer in a teaching position.



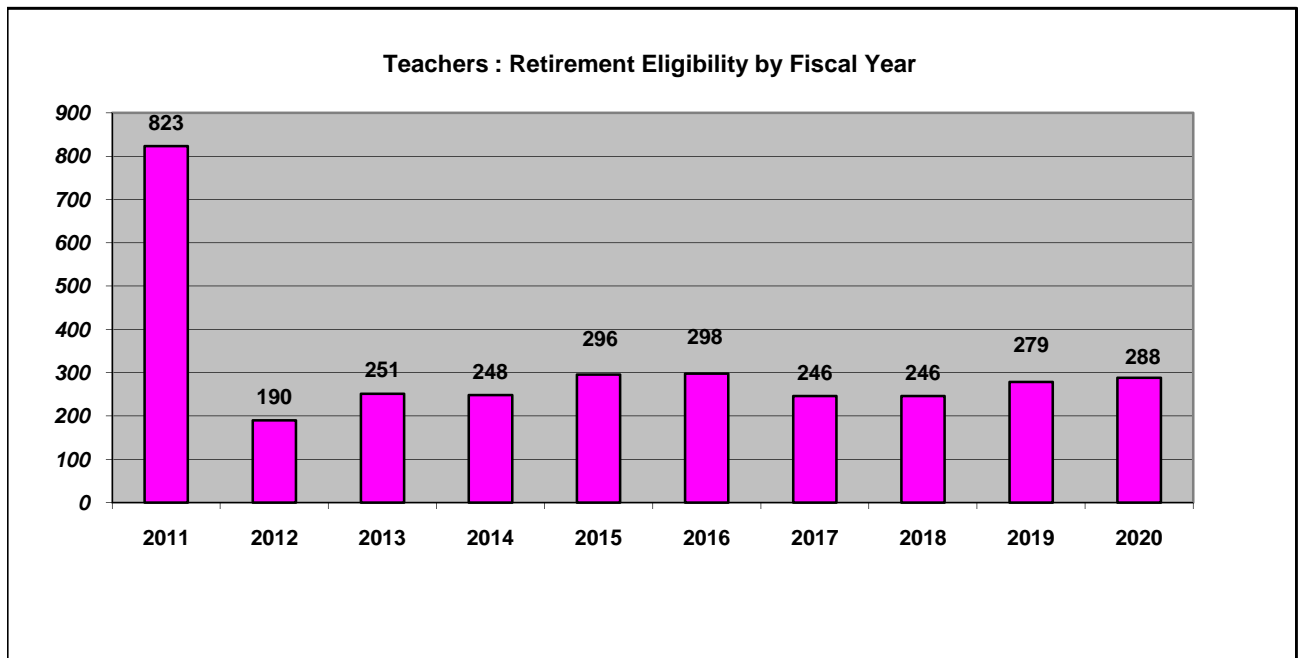
# Teachers: Retirement Eligibility

Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2011	823	7.1%
2012	190	1.6%
2013	251	2.2%
2014	248	2.1%
2015	296	2.6%
2016	298	2.6%
2017	246	2.1%
2018	246	2.1%
2019	279	2.4%
2020	288	2.5%
<b>Eligible within 10 years</b>	<b>3,165</b>	<b>27.3%</b>
<b>Total Teachers</b>	<b>11,574</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**10-month MCEA Montgomery County Education Association Personnel (MCEA) -  
Counselors:**

Demographic Profile by School Type  
Demographic Profile

# Counselors: Demographic Profile

	FY2007		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	8	6.2%	7	5.3%	9	6.7%	9	6.6%
Female	122	93.8%	124	94.7%	126	93.3%	127	93.4%
<b>TOTAL</b>	<b>130</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>135</b>	<b>100.0%</b>	<b>136</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	102	78.5%	103	78.6%	106	78.5%	106	77.9%
African American	20	15.4%	20	15.3%	20	14.8%	21	15.4%
Asian American	2	1.5%	3	2.3%	4	3.0%	4	2.9%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	6	4.6%	5	3.8%	5	3.7%	5	3.7%
<b>TOTAL</b>	<b>130</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>135</b>	<b>100.0%</b>	<b>136</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	27	20.0%	25	16.9%	25	16.7%	24	16.7%
Female	108	80.0%	123	83.1%	125	83.3%	120	83.3%
<b>TOTAL</b>	<b>135</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	86	63.7%	96	64.9%	93	62.0%	91	63.2%
African American	40	29.6%	43	29.1%	46	30.7%	43	29.9%
Asian American	4	3.0%	2	1.4%	1	0.7%	1	0.7%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	3.7%	7	4.7%	10	6.7%	9	6.3%
<b>TOTAL</b>	<b>135</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	50	27.8%	50	26.6%	51	26.2%	54	28.3%
Female	130	72.2%	138	73.4%	144	73.8%	137	71.7%
<b>TOTAL</b>	<b>180</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>195</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	110	61.1%	118	62.8%	121	62.1%	121	63.4%
African American	51	28.3%	48	25.5%	45	23.1%	41	21.5%
Asian American	9	5.0%	8	4.3%	8	4.1%	9	4.7%
American Indian	0	0.0%	1	0.5%	1	0.5%	1	0.5%
Hispanic	10	5.6%	13	6.9%	20	10.3%	19	9.9%
<b>TOTAL</b>	<b>180</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>195</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u></b>								
<b><u>Gender</u></b>								
Male	3	23.1%	1	6.7%	1	14.3%	1	14.3%
Female	10	76.9%	14	93.3%	6	85.7%	6	85.7%
<b>TOTAL</b>	<b>13</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	4	30.8%	5	33.3%	3	42.9%	3	42.9%
African American	1	7.7%	1	6.7%	1	14.3%	1	14.3%
Asian American	3	23.1%	3	20.0%	3	42.9%	3	42.9%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	38.5%	6	40.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>13</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>
<b>GRAND TOTAL</b>	<b>458</b>		<b>482</b>		<b>487</b>		<b>478</b>	

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

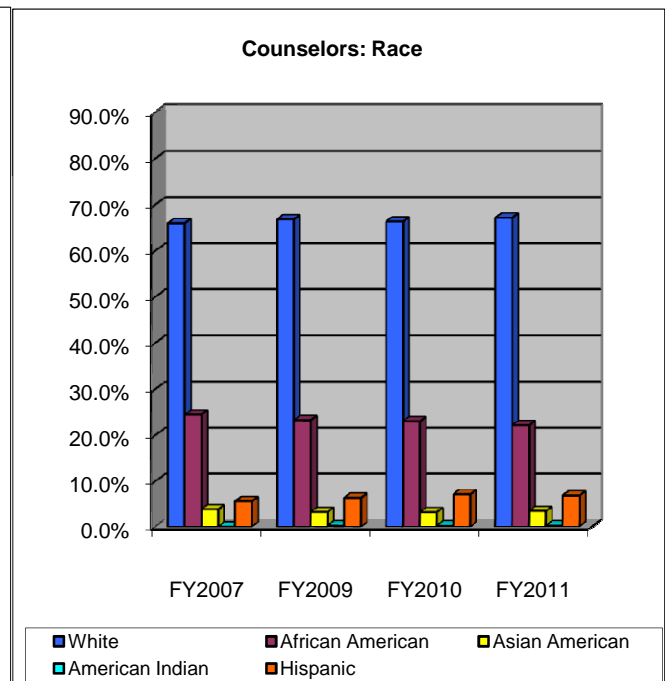
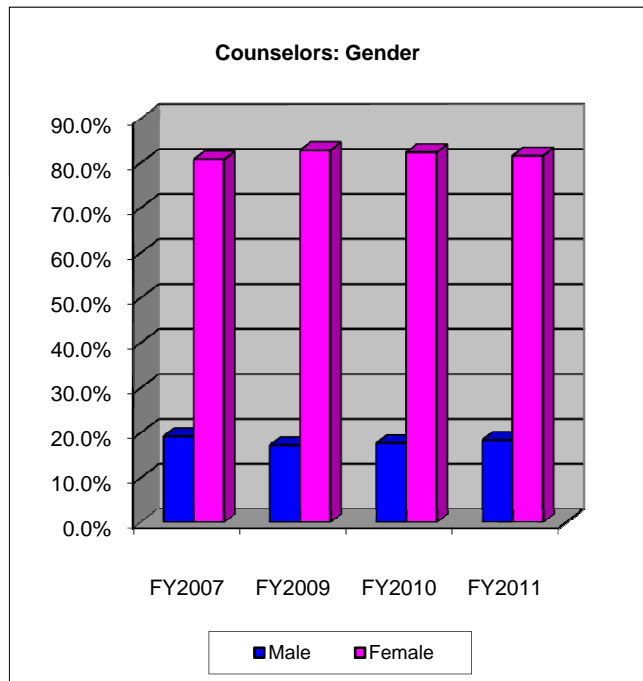
3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

# Counselors: Demographic Profile

	FY2007		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	88	19.2%	83	17.2%	86	17.7%	88	18.4%
Female	370	80.8%	399	82.8%	401	82.3%	390	81.6%
<b>TOTAL</b>	<b>458</b>	<b>100.0%</b>	<b>482</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>	<b>478</b>	<b>100.0%</b>
<b>RACE</b>								
White	302	65.9%	322	66.8%	323	66.3%	321	67.2%
African American	112	24.5%	112	23.2%	112	23.0%	106	22.2%
Asian American	18	3.9%	16	3.3%	16	3.3%	17	3.6%
American Indian	0	0.0%	1	0.2%	1	0.2%	1	0.2%
Hispanic	26	5.7%	31	6.4%	35	7.2%	33	6.9%
<b>TOTAL</b>	<b>458</b>	<b>100.0%</b>	<b>482</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>	<b>478</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



**10 and 12-month SEIU Local 500 Personnel:**

Demographic Profile  
Salary Schedule Placement  
Total Years of Experience  
Turnover

Paraeducators Demographic Profile  
Paraeducators Degree by School Type  
Paraeducators Degree (Summary and Graph)  
Paraeducators Title I Highly Qualified Competency  
Paraeducators Title I Competency by School  
Paraeducators Turnover

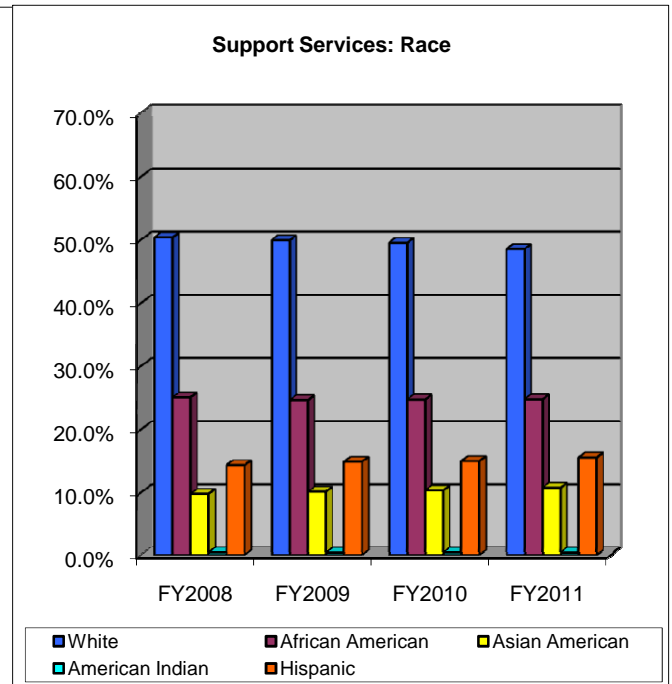
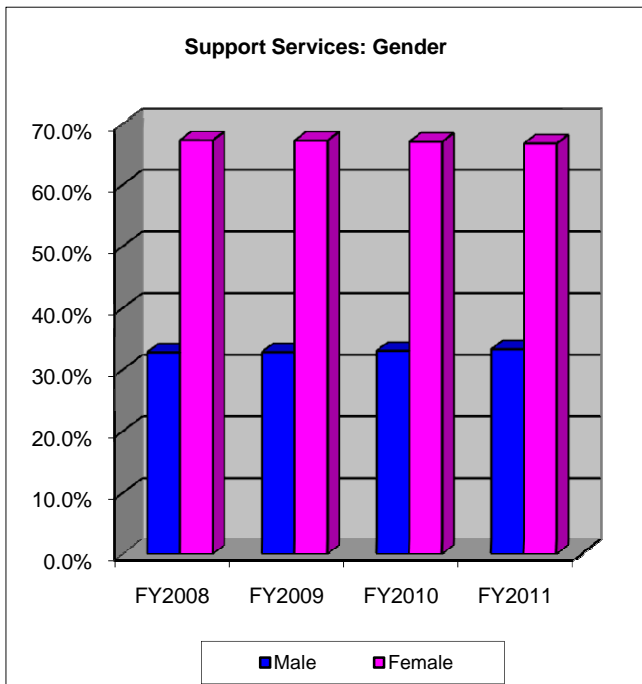
SEIU Retirement Eligibility

# Support Services: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	3,048	32.8%	3,048	32.8%	3,090	33.0%	3,106	33.3%
Female	6,246	67.2%	6,234	67.2%	6,265	67.0%	6,220	66.7%
<b>TOTAL</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>	<b>9,326</b>	<b>100.0%</b>
<b>RACE</b>								
White	4,682	50.4%	4,635	49.9%	4,633	49.5%	4,527	48.5%
African American	2,331	25.1%	2,288	24.6%	2,314	24.7%	2,309	24.8%
Asian American	910	9.8%	942	10.1%	968	10.3%	1,004	10.8%
American Indian	39	0.4%	36	0.4%	38	0.4%	36	0.4%
Hispanic	1,332	14.3%	1,381	14.9%	1,402	15.0%	1,450	15.5%
<b>TOTAL</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>	<b>9,326</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	12	0.1%	9	0.1%	2	0.0%	22	0.2%
20 - 29 years	668	7.2%	636	6.9%	601	6.4%	740	7.9%
30 - 39 years	1,188	12.8%	1,114	12.0%	1,080	11.5%	1,221	13.1%
40 - 49 years	2,895	31.1%	2,785	30.0%	2,713	29.0%	2,939	31.5%
50 - 59 years	3,237	34.8%	3,326	35.8%	3,416	36.5%	3,284	35.2%
60+ years	1,294	13.9%	1,412	15.2%	1,543	16.5%	1,120	12.0%
<b>TOTAL</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>	<b>9,326</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



# Support Services: Salary Schedule Placement

FY2011												
Pay Grade	Step 1 Count	Step 2 Count	Step 3 Count	Step 4 Count	Step 5 Count	Step 6 Count	Step 7 Count	Step 8 Count	Step 9 Count	Step 10 Count	Total Count	Percent on Grade
6	130	133	110	146	100	130	100	211	54	369	1,483	13.7%
7	140	74	142	103	89	153	59	53	41	298	1,152	10.7%
8	0	0	3	3	1	0	1	1	1	14	24	0.2%
9	0	4	3	1	0	1	3	2	8	34	56	0.5%
10	8	10	10	11	15	16	15	26	14	58	183	1.7%
11	227	174	268	185	104	72	130	144	147	473	1,924	17.8%
12	241	178	176	166	130	95	116	101	201	710	2,114	19.6%
13	12	50	88	102	114	110	155	106	169	759	1,665	15.4%
14	16	23	25	37	45	25	38	49	28	191	477	4.4%
15	10	9	16	16	19	18	24	23	47	188	370	3.4%
16	9	22	21	32	27	44	35	96	71	171	528	4.9%
17	2	6	15	13	7	9	13	16	25	90	196	1.8%
18	0	5	2	1	2	5	7	12	12	26	72	0.7%
19	0	4	2	3	5	7	5	9	19	38	92	0.9%
20	1	5	13	11	10	12	10	12	21	70	165	1.5%
21	0	0	1	1	3	4	2	2	6	13	32	0.3%
22	0	0	2	4	2	2	6	3	2	24	45	0.4%
23	1	1	1	9	4	10	21	6	2	32	87	0.8%
24	2	0	1	0	2	2	1	1	3	12	24	0.2%
25	0	0	2	3	3	3	3	3	5	39	61	0.6%
26	1	1	0	0	1	0	0	3	0	5	11	0.1%
27	0	0	0	0	0	0	2	1	0	28	31	0.3%
TOTAL	800	699	901	847	683	718	746	880	876	3,642	10,792	100.0%
% on Step	7.4%	6.5%	8.3%	7.8%	6.3%	6.7%	6.9%	8.2%	8.1%	33.7%	100.0%	

1. Currently there are no MCPS positions in grades 1,2,3 or 5.

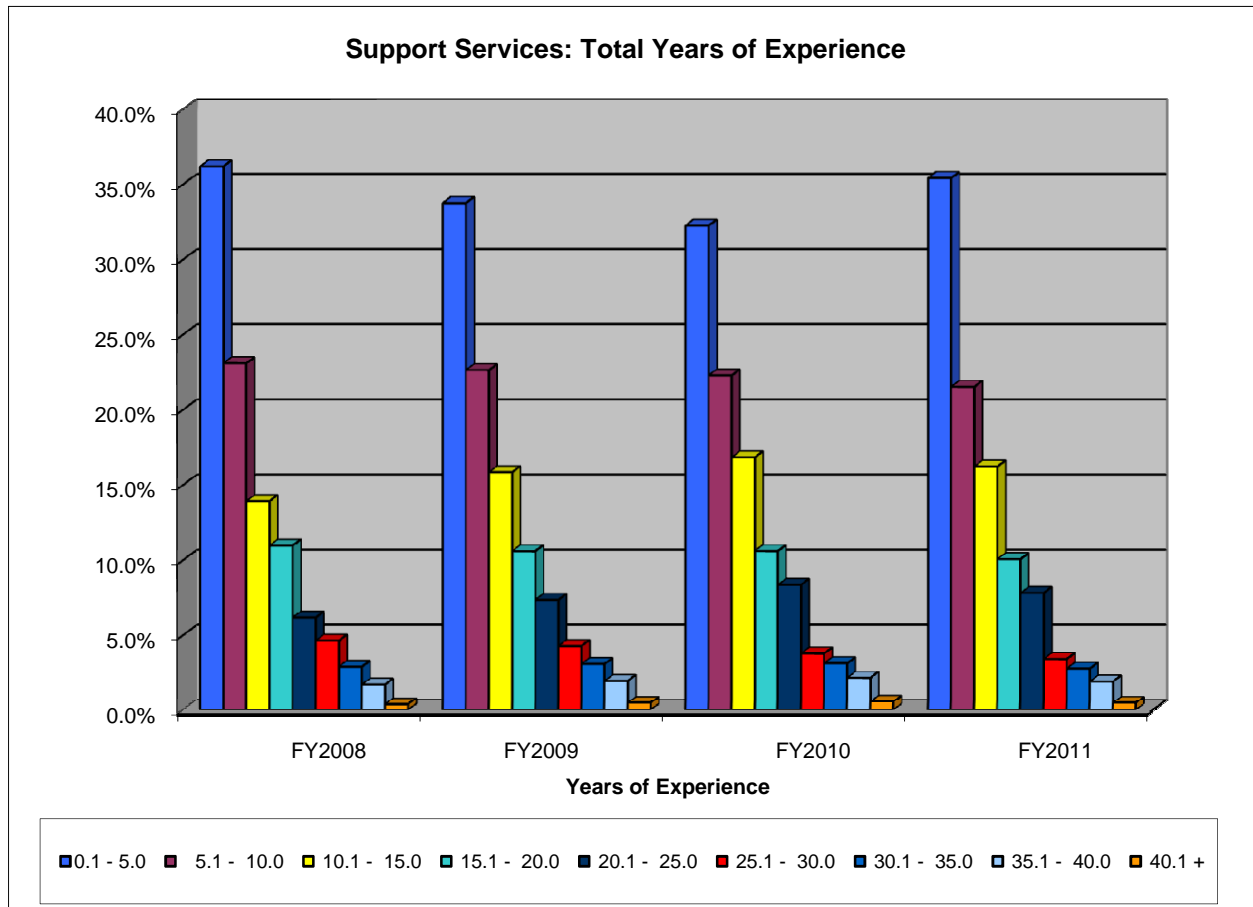
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.

3. The figures above reflect filled positions as of October 15.

# Support Services: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,364	36.2%	3,133	33.8%	3,017	32.3%	3,314	35.4%
5.1 - 10.0	2,147	23.1%	2,102	22.6%	2,085	22.3%	2,015	21.5%
10.1 - 15.0	1,294	13.9%	1,471	15.8%	1,575	16.8%	1,518	16.2%
15.1 - 20.0	1,019	11.0%	983	10.6%	992	10.6%	942	10.1%
20.1 - 25.0	574	6.2%	683	7.4%	782	8.4%	731	7.8%
25.1 - 30.0	431	4.6%	397	4.3%	354	3.8%	320	3.4%
30.1 - 35.0	270	2.9%	287	3.1%	294	3.1%	261	2.8%
35.1 - 40.0	160	1.7%	182	2.0%	203	2.2%	180	1.9%
40.1 +	35	0.4%	44	0.5%	53	0.6%	45	0.5%
<b>TOTAL</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>	<b>9,326</b>	<b>100.0%</b>

1. Data reflects years worked within MCPS or other county agency.

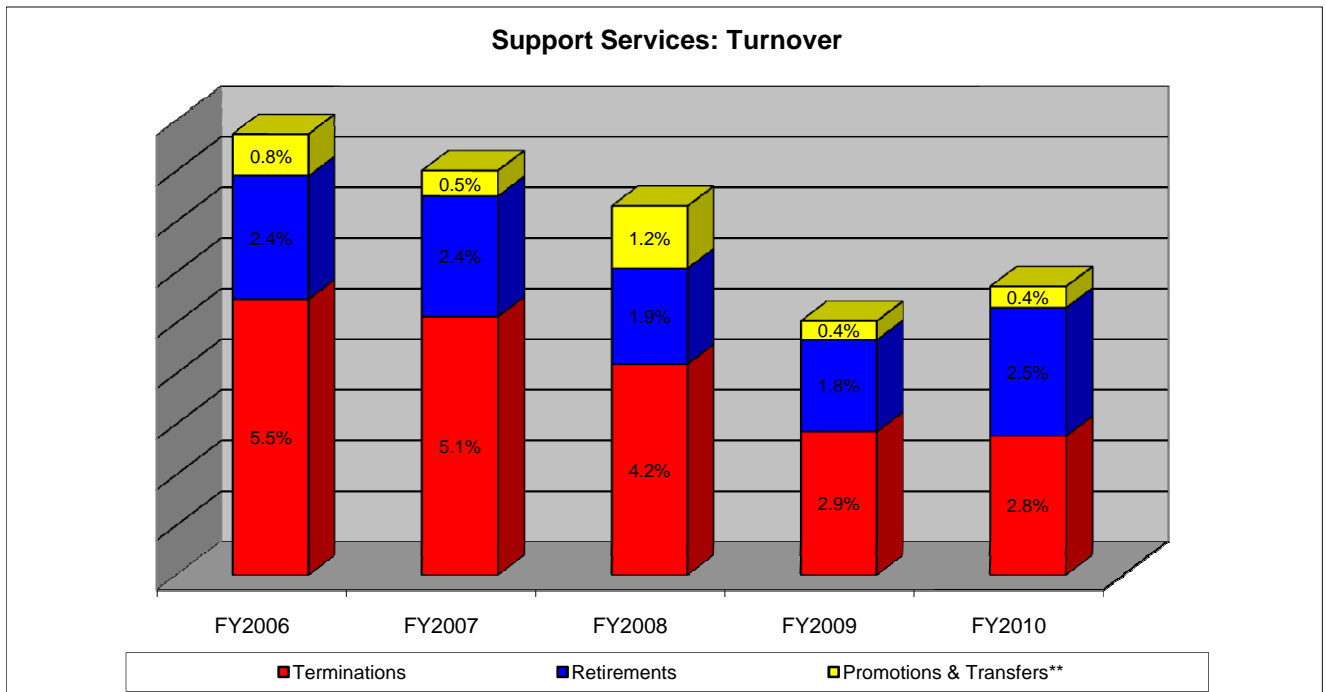


# Support Services: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	9,313	258	2.8%	236	2.5%	39	0.4%	533	5.7%
FY2009	9,384	268	2.9%	170	1.8%	35	0.4%	473	5.0%
FY2008	9,523	399	4.2%	180	1.9%	117	1.2%	696	7.3%
FY2007	9,323	478	5.1%	222	2.4%	47	0.5%	747	8.0%
FY2006	9,080	497	5.5%	221	2.4%	75	0.8%	793	8.7%

\* Total number of support services is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotions & Transfers are defined to be a support services employee no longer in a support services position.



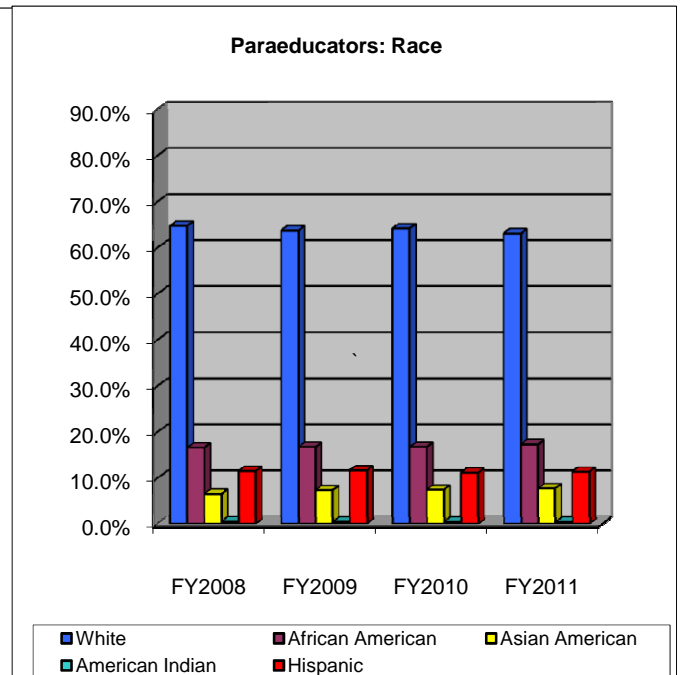
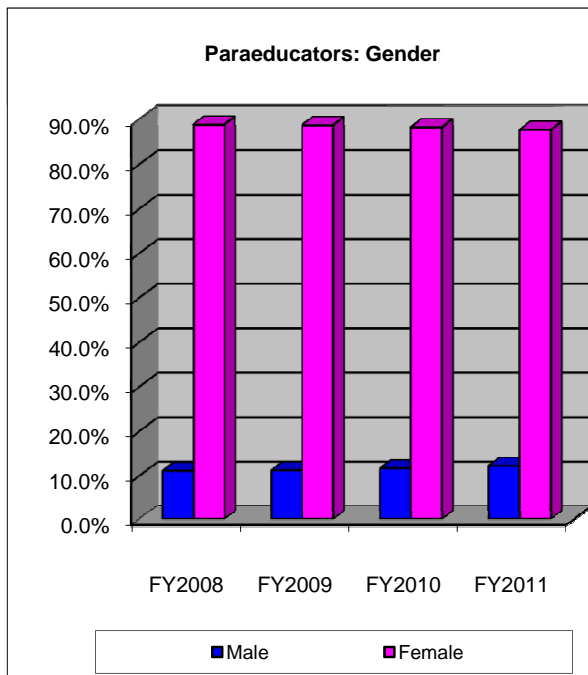
# Paraeducators: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	283	11.1%	289	11.2%	315	11.7%	335	12.2%
Female	2,263	88.9%	2,285	88.8%	2,386	88.3%	2,405	87.8%
<b>TOTAL</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>	<b>2,740</b>	<b>100.0%</b>
<b>RACE</b>								
White	1,649	64.8%	1,641	63.8%	1,734	64.2%	1,730	63.1%
African American	424	16.7%	432	16.8%	453	16.8%	475	17.3%
Asian American	168	6.6%	190	7.4%	202	7.5%	213	7.8%
American Indian	11	0.4%	10	0.4%	10	0.4%	10	0.4%
Hispanic	294	11.5%	301	11.7%	302	11.2%	312	11.4%
<b>TOTAL</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>	<b>2,740</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.



## Paraeducators: Degree by School Type

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Not available	38	3.0%	38	3.1%	35	2.6%	28	2.0%
HS	579	46.4%	562	45.5%	569	42.1%	572	41.8%
AA	118	9.5%	116	9.4%	132	9.8%	139	10.2%
Bachelor's	443	35.5%	453	36.7%	533	39.4%	541	39.5%
Master's	67	5.4%	63	5.1%	81	6.0%	85	6.2%
Doctorate	2	0.2%	2	0.2%	3	0.2%	3	0.2%
<b>TOTAL</b>	<b>1,247</b>	<b>100.0%</b>	<b>1,234</b>	<b>100.0%</b>	<b>1,353</b>	<b>100.0%</b>	<b>1,368</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Not available	10	2.6%	14	3.5%	9	2.1%	6	1.4%
HS	167	42.7%	170	42.8%	165	37.6%	178	40.9%
AA	31	7.9%	31	7.8%	47	10.7%	46	10.6%
Bachelor's	159	40.7%	158	39.8%	192	43.7%	182	41.8%
Master's	24	6.1%	24	6.0%	26	5.9%	23	5.3%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>391</b>	<b>100.0%</b>	<b>397</b>	<b>100.0%</b>	<b>439</b>	<b>100.0%</b>	<b>435</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Not available	11	2.2%	10	1.9%	6	1.2%	2	0.4%
HS	218	44.2%	217	40.6%	194	37.3%	196	36.3%
AA	37	7.5%	40	7.5%	46	8.8%	53	9.8%
Bachelor's	189	38.3%	222	41.6%	226	43.5%	231	42.8%
Master's	35	7.1%	42	7.9%	44	8.5%	53	9.8%
Doctorate	3	0.6%	3	0.6%	4	0.8%	5	0.9%
<b>TOTAL</b>	<b>493</b>	<b>100.0%</b>	<b>534</b>	<b>100.0%</b>	<b>520</b>	<b>100.0%</b>	<b>540</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u></b>								
Not available	24	5.8%	23	5.6%	15	3.9%	10	2.5%
HS	197	47.5%	207	50.6%	165	42.4%	166	41.8%
AA	34	8.2%	33	8.1%	36	9.3%	33	8.3%
Bachelor's	131	31.6%	121	29.6%	144	37.0%	159	40.1%
Master's	28	6.7%	24	5.9%	28	7.2%	28	7.1%
Doctorate	1	0.2%	1	0.2%	1	0.3%	1	0.3%
<b>TOTAL</b>	<b>415</b>	<b>100.0%</b>	<b>409</b>	<b>100.0%</b>	<b>389</b>	<b>100.0%</b>	<b>397</b>	<b>100.0%</b>
<b><u>ALL PARAEDUCATORS</u></b>								
Not available	83	3.3%	85	3.3%	65	2.4%	46	1.7%
HS	1,161	45.6%	1,156	44.9%	1,093	40.5%	1,112	40.6%
AA	220	8.6%	220	8.5%	261	9.7%	271	9.9%
Bachelor's	922	36.2%	954	37.1%	1,095	40.5%	1,113	40.6%
Master's	154	6.0%	153	5.9%	179	6.6%	189	6.9%
Doctorate	6	0.2%	6	0.2%	8	0.3%	9	0.3%
<b>GRAND TOTAL</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>	<b>2,740</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.

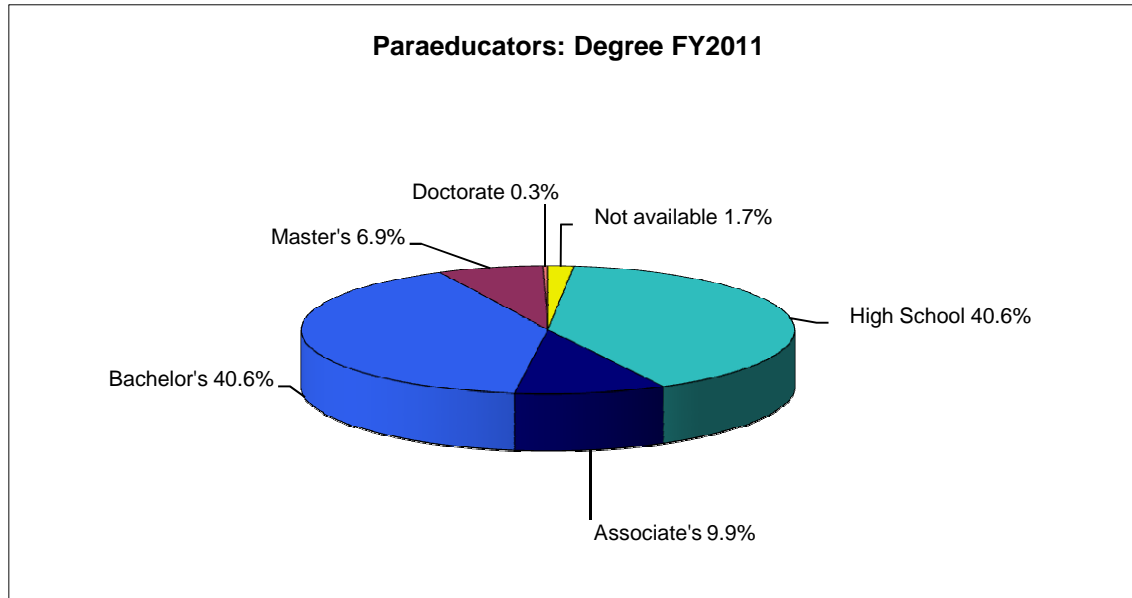
# Paraeducators: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL PARAEDUCATORS</b>								
Not available	83	3.3%	85	3.3%	65	2.4%	46	1.7%
High School	1,161	45.6%	1,156	44.9%	1,093	40.5%	1,112	40.6%
Associate's	220	8.6%	220	8.5%	261	9.7%	271	9.9%
Bachelor's	922	36.2%	954	37.1%	1,095	40.5%	1,113	40.6%
Master's	154	6.0%	153	5.9%	179	6.6%	189	6.9%
Doctorate	6	0.2%	6	0.2%	8	0.3%	9	0.3%
<b>GRAND TOTAL</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>	<b>2,740</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.



# Paraeducators: Elementary School

## Title I Highly Qualified Competency

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Title I Elementary Schools</b>								
Highly Qualified	223	100.0%	193	100.0%	224	100.0%	240	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>223</b>	<b>100.0%</b>	<b>193</b>	<b>100.0%</b>	<b>224</b>	<b>100.0%</b>	<b>240</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

6. FY2008: 23 Title 1 schools, FY2009: 28 Title 1 schools, FY2010: 30 Title 1 schools, FY2011: 30 Title 1 schools.

7. FY2010 Data as of January 25, 2011.

# Paraeducators: Title I Competency

	FY2011					
	Highly Qualified		Not Highly Qualified		Total	
Title I Elementary Schools	Number	Percent	Number	Percent	Number	Percent
Arcola	9	100.0%	0	0.0%	9	3.8%
Broad Acres	4	100.0%	0	0.0%	4	1.7%
Brookhaven	14	100.0%	0	0.0%	14	5.8%
Brown Station	7	100.0%	0	0.0%	7	2.9%
Burnt Mills	3	100.0%	0	0.0%	3	1.3%
Clopper Mill	11	100.0%	0	0.0%	11	4.6%
Cresthaven	5	100.0%	0	0.0%	5	2.1%
East Silver Spring	5	100.0%	0	0.0%	5	2.1%
Gaithersburg	11	100.0%	0	0.0%	11	4.6%
Georgian Forest	8	100.0%	0	0.0%	8	3.3%
Glen Haven	12	100.0%	0	0.0%	12	5.0%
Harmony Hills	8	100.0%	0	0.0%	8	3.3%
Highland	8	100.0%	0	0.0%	8	3.3%
Jackson Road	11	100.0%	0	0.0%	11	4.6%
Kemp Mill	4	100.0%	0	0.0%	4	1.7%
Montgomery Knolls	8	100.0%	0	0.0%	8	3.3%
New Hampshire Estates	5	100.0%	0	0.0%	5	2.1%
Oak View	5	100.0%	0	0.0%	5	2.1%
R. Sargent Shriver	6	100.0%	0	0.0%	6	2.5%
Rolling Terrace	8	100.0%	0	0.0%	8	3.3%
Roscoe R. Nix	14	100.0%	0	0.0%	14	5.8%
Rosemont	22	100.0%	0	0.0%	22	9.2%
South Lake	3	100.0%	0	0.0%	3	1.3%
Summit Hall	7	100.0%	0	0.0%	7	2.9%
Twinbrook	7	100.0%	0	0.0%	7	2.9%
Viers Mill	13	100.0%	0	0.0%	13	5.4%
Washington Grove	5	100.0%	0	0.0%	5	2.1%
Watkins Mill	9	100.0%	0	0.0%	9	3.8%
Weller Road	5	100.0%	0	0.0%	5	2.1%
Wheaton Woods	3	100.0%	0	0.0%	3	1.3%
<b>TOTAL</b>	<b>240</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>240</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. If a paraeducator is working at multiple schools they will be counted multiple times.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

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5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS)

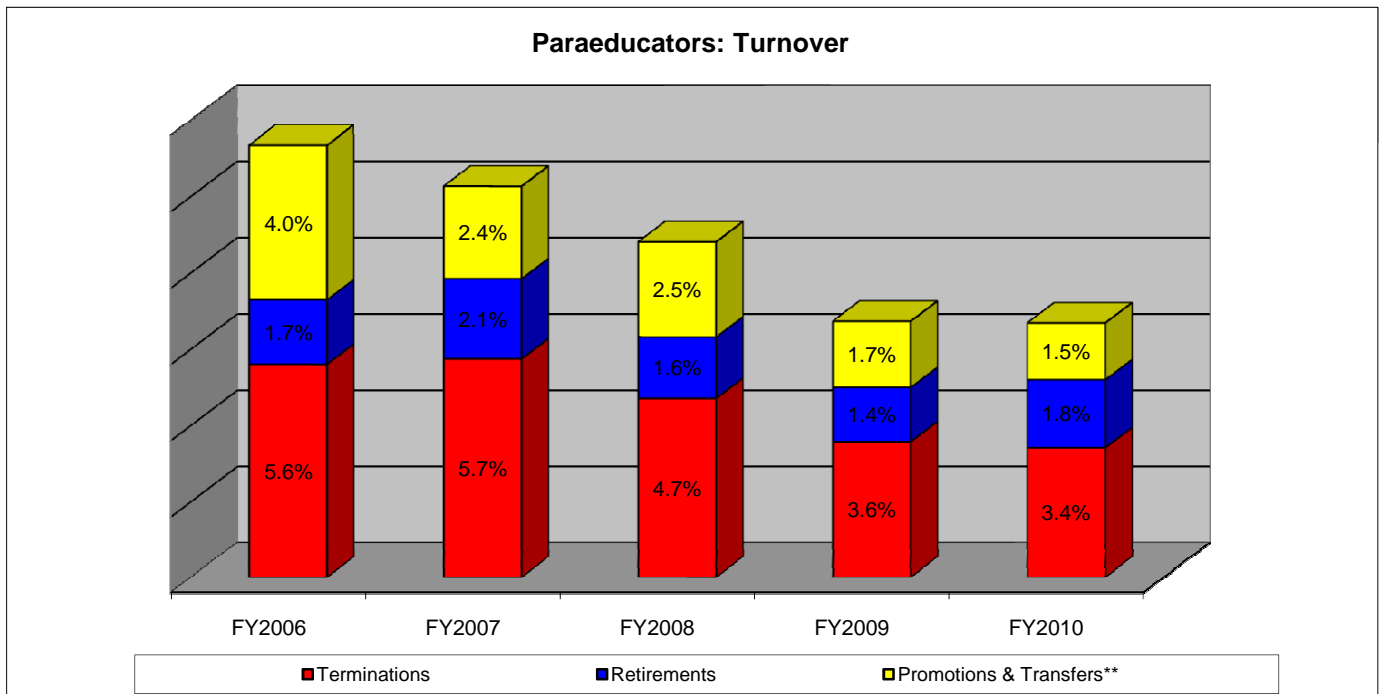
6. Data as of January 25, 2011.

# Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2010	2,691	92	3.4%	48	1.8%	40	1.5%	180	6.7%
FY2009	2,599	93	3.6%	37	1.4%	45	1.7%	175	6.7%
FY2008	2,610	123	4.7%	42	1.6%	65	2.5%	230	8.8%
FY2007	2,522	145	5.7%	53	2.1%	61	2.4%	259	10.3%
FY2006	2,425	136	5.6%	41	1.7%	98	4.0%	275	11.3%

\* Total number of paraeducators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotions & Transfers are defined to be a paraeducator no longer in a paraeducator position.



## Support: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2011	1399	15.0%
2012	284	3.0%
2013	272	2.9%
2014	327	3.5%
2015	348	3.7%
2016	311	3.3%
2017	354	3.8%
2018	360	3.8%
2019	372	4.0%
2020	361	3.9%
<b>Eligible within 10 years</b>	<b>4,388</b>	<b>46.9%</b>
<b>Total Support</b>	<b>9,356</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.

